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of Collegiate Alumnae

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October 1918-July 1919

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934 Stewart Ave.

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A VENTURE IN STATISTICS

CLARA FRANCES MCINTYRE

Associate Professor of English, University of Wyoming

I have a constitutional objection to statistics. I also have an objection—constitutional or acquired—to the habit of dividing the world into distinct and unequivocal halves, saying "Women always do so," and "Men always do—more so." Yet this is a statistical article, based on an investigation of a certain phase of women's existence. Curiously enough, it owes its inspiration to an article which has little to do with statistics—to the clever paper by Elizabeth Hazelton Haight, on *Pleasant Possibles in Lady Professors*, published in the *Journal* for September, 1917.

In discussing the "Lady Professor," Miss Haight makes this statement:

"To find her, we have to go to the women's colleges, for as yet in the great coeducational universities where the numbers of women students are large there are almost no women in the teaching staff, the positions open to women in these universities being deanships and medical health officerships for women. So it is generally true that the women who are the best equipped specialists and teachers are to be found in the women's colleges."

The remark set me to wondering. Although my studying as an undergraduate was done in a woman's college, it chanced that all my teaching experience has been in coeducational institutions. This experience seemed to me in opposition to the passage quoted, since in each of the three institutions that I have known intimately, there were several women on the faculty, some of them holding important teaching positions. I made up my mind to attempt an investigation, not in a spirit of controversy, but with the desire to learn something more definite, myself, about the relative position of women in coeducational institutions and in women's colleges. In this investi-

gation I was aided by some other members of the Wyoming branch of Collegiate Alumnae.

The first step was a search through college catalogues. The coeducational institutions we limited to state universities and colleges. Although many of the privately endowed coeducational colleges have a standing which entitles them to consideration, it was impossible to take them all, and too difficult to decide where to draw the line. The one exception made was in the case of the University of Chicago, which, as one of the largest coeducational universities in the country, seemed to deserve a special ruling. Where the state institution was divided into several separate schools, the State University, the Agricultural College, and so on, all these institutions were included. The problem in regard to the women's colleges was more difficult, as no natural standard of selection existed. We ended, however, by taking seven eastern colleges which we thought would generally be admitted to be of leading rank, and adding one from the Middle West and one from the far West, in order to have the rest of the country in some degree represented. We did not include colleges like Radcliffe and Barnard, which are really annexes to men's institutions, so far as the staff of instruction is concerned. It must be said, at the start, that it was impossible to have the numbers even, for the coeducational institutions far outnumber the women's colleges of similar academic standing. But Miss Haight's statement assumes that, in spite of the difference in number, the women's colleges offer more opportunities to women. She would maintain, as I understand it, that the women's colleges, taken together, would show more women teachers than all the coeducational universities taken together. On this basis, then, we made our investigation.

In looking through the catalogues, we noted these points:

- Number of women in all.
- Number of men in all.
- Number of women above instructor.
- Number of men above instructor.
- Number of women full professors.
- Number of men full professors.
- Number of women with Ph.D. degree.

No persons below the rank of instructor were considered, although in some institutions men and women of considerable training and experience seemed to hold the rank of assistant instructor. I may say, also, that I am afraid a few inaccuracies may have crept into the reckoning. Some institutions list their faculty alphabetically, and, though a strenuous effort was made to cut out all assistant instructors and all non-teaching officials, some may have escaped notice. Again, there are certain titles, such as *Lecturer* or *Reader*, which seem to mean different things in different institutions. Where they were evidently above the rank of instructor, we included them;

where they appeared to be below that rank, they were omitted. Another unexpected cause of confusion was the uncertainty of names. I had never realized, until I had looked through one faculty list after another, how many Christian names there are which are absolutely noncommittal as to sex. Referring to the department notice did not mend matters, for gender was still discreetly veiled by the title of Doctor or Professor. I do not, therefore, claim absolute scientific precision for these results. I think they probably show approximately the conditions in the colleges investigated; and these approximate comparisons may be of some interest and value. The comparison can perhaps be more easily grasped if it is put down in tabular form.

	Coeducational.	Women's Colleges.
Number of women	1090	536
Number of men	8479	199
Number of women above instructor	409	283
Number of men above instructor	5714	148
Number of women full Professor	114	114
Number of men full Professor	2968	78
Number of women with Ph.D.	84	175

Although about sixty coeducational institutions are represented, and only nine women's colleges, this fact does not, I think, affect the value of the comparison. As I said before, we are investigating the opportunities for women in the two fields. It is fair, then, to take the total in each field, irrespective of the number of institutions represented.

The table shows some interesting results. In the first place, more than twice as many women are teaching in the coeducational institutions listed as are found in the principal women's colleges. When we reckon the number of women holding a rank above instructor, the coeducational schools show about one and one-half times as many. It is an odd chance that the full professors number exactly the same in both cases.

The proportion of men and women is, of course, another story. One is inclined to think, at first, that the small proportion of women in coeducational institutions implies a grudging reception and an unfair treatment of them. But when we reflect that most of these universities include all the departments—agriculture, engineering, law, medicine—in which women would naturally have a small part, we do not wonder that their numbers are comparatively low. Indeed, I was surprised to find that the proportion of women in state universities and colleges was as high as one to eight.

The last item would seem to bear out Miss Haight's statement that "the women who are the best equipped specialists and teachers are to be found in the women's colleges." Out of the one thousand and ninety women employed as teachers in the coeducational universities, eighty-four have won the

Doctor's degree. Out of five hundred and thirty-six in the women's colleges, one hundred and seventy-five have the degree.

I think, however, that there are other contributing circumstances which help to account for this difference, besides the opportunities actually offered by the college itself. In the first place, most of the women's colleges are situated in the east. Many women would choose a place near the large eastern cities, with access to important libraries, even if the salary were less satisfactory than they could obtain elsewhere. In the second place, from my experience of eastern and western colleges, I should say that the eastern colleges insist more rigorously upon the degree, even for minor positions. In the West, although the possession of a Doctor's degree is a decided help in matters of appointment and promotion, it has not yet assumed quite the importance that it has in eastern institutions. There is rather more tendency among western college presidents, I believe, to consider experience and personality, and to give credit to individual achievement, even if the seal of the degree has not been set upon it. I have noticed, in looking through the catalogues, that many of the younger instructors in the women's colleges hold the Doctor's degree, while some of the older women, in the most responsible positions, are without it. This, of course, is perfectly natural; the older women began their career when degrees for women were less common. It is evident, however, that the insistence upon degrees is so strong that a girl is practically forced to complete her graduate work before she can get any chance at all in a woman's college. In the western university, on the other hand, it is more often the woman of several years' experience, who has established her reputation as a teacher and wishes to advance further in her profession, who takes a leave of absence for advanced work. To me, there is a decided advantage in this. Certainly doctoral work must mean more and be more efficiently directed, when one has attained some degree of maturity and experience.

We undoubtedly seem justified in concluding, from the tabulated results, that there are more women teaching in coeducational universities than in the women's colleges, and that there are just as many occupying the higher teaching positions, although, naturally, there is not as large a proportion in any one institution. So far as the number of places open to women is concerned, coeducation seems to offer the wider field.

Now, as to the second consideration in the matter of opportunity—the financial side. In order to get some basis for comparison, I sent out a questionnaire to the presidents of all the colleges whose catalogues I had previously examined, asking the following questions:

What is your maximum salary for (1) full professors?
(2) associate professors? (3) assistant professors?

Are the women in your faculty receiving the same salary as the men who hold positions of the same rank?

Are any women receiving the maximum salary as full professors?

Have you any regular system of promoting, and is any difference made in the application of this system to women teachers?

Unfortunately, out of the nine women's colleges questioned, only five answered, and one of these replies made no statement of salaries. So no very satisfactory comparison is possible. Averaging the four colleges which did give information about their salaries, the result is:

Average maximum for full professor.....\$2781.25

Average maximum for associate professor....\$1956.25

Average maximum for assistant professor....\$1462.50

From coeducational institutions, forty-two answers were received. Averaging these, the results were:

Average maximum for full professor.....\$2910.21

Average maximum for associate professor....\$2267.18

Average maximum for assistant professor....\$1891.02

As I have said, no real comparison is possible, since we have so few of the women's colleges from which to draw an average. But, so far as we can judge, the advantage seems to be with the coeducational schools.

The aim of the other questions was to get some idea of the general attitude of each college toward women as teachers. To the first—Are the women in your faculty receiving the same salary as the men who hold positions of the same rank?—twenty-nine of the coeducational schools answered *Yes*; four, *About or Approximately*; one, *Almost*; and six, *No*. To the second—Are any women receiving the maximum salary as full professors?—twelve said *Yes*, twenty-six *No*. Several added, however, that no man was receiving the maximum, and in some cases the information was given that no woman had yet been full professor for a sufficient length of time to receive the maximum. In regard to promotion, twenty-five stated that they had no regular system; eleven that they had. Only one was bold enough to say that a difference was made in the promotion of women. Twenty-seven said that women were promoted under the same conditions as men; the others left this question unanswered.

The women's colleges, as one would expect, said that women were receiving the same salary as men who held positions of the same rank. Three stated that women were receiving the maximum salary as full professors; two answered this question in the negative, one of these, however, adding that only one man was receiving the maximum. Two had a regular system of promotion; three had not. All five of the colleges which sent replies said that men and women were on the same basis of promotion.

Now, from these investigations, are any general conclusions possible? In the first place, I think we must grant that Miss Haight's statement will not hold. One can hardly say "that there are almost no women on the teaching-staff" of the coeducational universities, when we find on the faculties of these universities twice as many women as the faculties of the leading women's colleges can furnish. It is true that some of the smaller state universities may not be quite equal in equipment and standard to the strongest of the women's colleges, and objection might be made to comparison with them. But I have omitted many strong coeducational colleges privately endowed, which would more than make up this deficiency if they were admitted.

It seems, then, that more teaching positions are open to women in coeducational institutions than in women's colleges. So far as the higher positions are concerned, a woman has a smaller chance of becoming a full professor in any one institution, but taking all the coeducational institutions together, there are as many chances at a full professorship as in the women's colleges. It is often asserted that the only high positions given to women in coeducational universities are professorships in Home Economics. This is true, of course, in some places. But it happens that in my own limited experience I have known women who held professorships in various branches of science, in philosophy, in history, in Romance Languages, and in Political Economy.

As to the treatment of women in academic life—I think the millennium has not yet arrived either in state university or in woman's college. It still is true, in most cases, that a woman has to be better than a man to receive the same recognition. It still is true, as Miss Haight remarks in her paper, that a woman who has had years of experience, and has distinguished herself in literary or scientific work, may find a man of less talent and training put over her, as a matter of course.

I was interested, and sometimes amused, by the letters I received in answer to my questionnaire. Some of the college presidents "protested too much" in their attempt to show that they treated women just as they treated men. The facts they sent hardly justified their apparent good intentions.

But on the whole, I think one must say the tendency is toward a larger and fairer recognition of women's work. After all, women are comparatively late comers in the professorial field. College presidents must go slowly, or the complaint that our public schools are becoming feminized will spread to our higher education. It is only recently, too, that the public at large has begun to realize some of those "pleasant possibilities" which Miss Haight writes of—to discover that a woman may earn a Doctor's degree and put it behind her as an incident, may take her work as cheerfully and sanely as a man does.

The interesting thing about the present investigation is that it shows far less difference in the two forms of education than one would expect. The women's colleges are by no means under feminine monopoly. In five out of the nine, there are more men than women occupying positions as full professors. The tendency to promote men over the heads of women seems to exist, according to Miss Haight's own testimony, in women's colleges as well as in those devoted to coeducation. On the whole, however, the conditions in both types of college seem encouraging. It is one of the "pleasant possibilities" of coeducation that a woman not only teaches side by side with men, but has men in her classes, thus keeping in touch with the masculine side of human nature. Perhaps, having this chance to probe the masculine mind, she may be better equipped than her sister of the woman's college faculty to compete with it. Who knows! Is not this perhaps another pleasant possible?

COLLEGE WOMEN IN THE NATION'S SERVICE

FRANCES WENTWORTH CUTLER

In a year when the Commencement rolls of our men's colleges show many members of their graduating classes and thousands of their alumni "in active service," the country may well turn to the women's colleges for an account of their war-service.

They have already responded to the first call for work at home and abroad. Five colleges have units—composed of an executive head, trained doctors, dietitians, nurses, social workers, sometimes even cobblers, carpenters, and mechanics—either already at work or organizing for work under the Red Cross in France. The story of the Smith Unit—of its courage in imminent danger, its invaluable aid to soldiers and refugees caught by the German drive—is known the country over.

In agriculture, the second line of defense, college farm units were among the first to demonstrate the real utility of women's work. Vassar's experiment is but one example. Last summer a small band of "farmers" proved that girls can learn to do anything from running a tractor to milking a cow. Every afternoon this spring squads of thirty girls have been at work on the grounds and in the gardens. Their blistered hands and aching backs testified that hoeing, weeding and terrace-building are more than equivalents for required "gym" exercise. And the girls who volunteered, a hundred at a time, to spend their Saturday afternoons transplanting tomatoes for a neighboring factory that was filling government orders felt that their twenty cents an hour had been well earned. This summer

over a hundred students and alumnae in two shifts under an expert instructor are raising and canning fruits and vegetables for the college, for nearby estates, and for the War Department itself. All over the land, college graduates are organizing, employing, or working in similar farming experiments.

Moreover, these colleges are showing not only the preparedness that meets today's needs but the pioneer imagination that foresees tomorrow's. The summer courses of five colleges offer training for demands just beginning to be made upon college women. The Vassar Nurses' Training Camp, with its enrollment of five hundred from forty-three states, has not only led the campaign for recruiting nurses from our colleges but has served as a model for three other college camps. Smith offers, in connection with the Boston Psychopathic Hospital, a course in Psychiatric Social Service to train workers in a new field, the care of shell-shock. Mount Holyoke, at the request of the Ordnance Department, gives a course in the supervision of women workers in war industries. Bryn Mawr is devoting her endowed school of social research to the training of industrial supervisors and investigators. And Wellesley is combining with her summer farming a training-camp where leaders of women's farm units may work out plans for organization.

But the contribution of the women's colleges is to be measured, not so much by their collective undertakings, camps or units, as by the individual war work of their students and alumnae. A unique demonstration of this work was the War Conference held at commencement at Vassar. When in the spring the seniors voted to abolish all their wonted commencement festivities and to un-invite their friends and families, the college seized the opportunity to make of commencement not simply an entertainment to its guests but a significant expression of its new activities. In place of class day, with its traditional speech-and-song record of college life, the symposium of alumnae speakers gave a veritable moving-picture of a larger college life that is incorporating itself into our national life.

The total impression of this conference was not simply that of the variety and extent of college women's war work; although, almost every war organization was represented. It was the recurrence of certain keynotes that forced upon the hearer a sense of underlying oneness of aim. Conservation and co-operation—the words are already war-worn, but the speakers gave them new meaning: the first, the age-old task of women translated into national and world-terms; the second, her scarcely-glimpsed opportunity. Eva Perry Moore voiced this meaning when she said: "Women, better than any other force, can conserve the resources of the country," but added that they can fulfil their task only as they learn "to live and work together." Of such working together the Woman's Committee of the Council of National Defense, of which Mrs.

Moore is secretary, has set the example. It has undertaken the huge task of unifying and co-ordinating the war work of women's organizations, and of thus eliminating the dangers of divided and overlapping effort. Through a plan that links the clubs and committees of the whole country, the Woman's Committee is making itself "the clearing-house for women of the United States."

That women are succeeding in co-operation in the face of difficulty and even opposition is shown by the work of the Woman's Liberty Loan Committees. At first the women's help was often reluctantly accepted; but as one of them put it: "I attended to my business, and it worked like a charm." Result: one-fourth of the total amount of the Second Liberty Loan was raised by women.

In food conservation, the speakers urged, the college woman should take the lead, for she should have the intelligence, the time, above all, the conscience. Already she is taking her place. For the first time, the women's colleges are working directly with and for the government, by giving courses especially for the training of Food Administration workers—courses which are in some cases compulsory for women just as military training is for men. And already college women, in department stores, tenements, wealthy suburbs and country granges are lecturing and demonstrating, teaching the women of the country the ABC of food conservation.

Even more vital is the need for child conservation. For, as Julia C. Lathrop, Chief of the Children's Bureau, pointed out, every warring nation today "views with agonized concern the question of protecting children." Under the direction of this college woman and with the assistance of many more, the Children's Bureau has begun its great campaign for child welfare. The task of weighing and measuring five million babies is but the beginning of a program whose ultimate aim it is to make every child in our nation a fit soldier and citizen. Women have undertaken no greater war work than this: the securing to our children not only of a chance for life but of such protection as shall make that life desirable. And that protection must be *constitutional*.

War work for children and by children is that of the Junior Red Cross. This organization, originated and led by President MacCracken of Vassar, is meeting the demand expressed in many a letter like this:

"Dear President Wilson:

I am a big strong boy of eleven. I can ride a motorcycle.
* * * Please write and tell me what I can do to help win the war."

"Since September, 1917," added the college graduate, a worker in the Editorial Division, who told the story, "the answer has been: Join the Junior Red Cross." There are already over eight million members in the schools of the

country, and they have been doing everything from killing gophers in California to staging pageants in Cambridge. Whether they are studying civics or making dresses for Belgian orphans, they are learning to be future good citizens.

It is "the conservation of character" that is the aim of the college women at work in and around our training-camps. Publicity work at Camp Sherman gave a unique opportunity to one volunteer worker. Mrs. Frances Fisher Wood, who had gone there to visit her son, Major Eric Fisher Wood, was soon working with him to make the camp a real experiment in democracy. Under the direction of a far-seeing commander, a community house was established and offered such hospitality to friends and families that every guest became a center of propaganda for the camp. Parades of soldiers in neighboring cities gave to the citizens convincing evidence of what Camp Sherman was doing for their sons. Mrs. Wood's part ranged from superintending movies to writing newspaper articles at any time of night. Thus Camp Sherman is not only transforming careless young men into patriots but demonstrating our war aims to the people of Ohio.

In Y. W. C. A. recreation centers, hostess houses, clubs, and cafeterias, in cantonments and munition plants, college women are, as one of them put it, "helping equip American womanhood to stand back of American manhood." And no less a task than the conservation, yes, and the reconstruction of our social order is that undertaken by the War Department's Division of Social Hygiene. Katharine Bement Davis, now Director of the Section on Women's Work, described the compulsory instruction which, by means of lectures, literature and moving-pictures is teaching our soldiers that "the man who contracts disease is a traitor to his country." Not only the men in barracks but the men and women around the camps are being reached by this great educational campaign. In Miss Davis's words, it means that "For the first time in the history of the world, a government is standing behind the program of the single standard of morals."

Facts such as these are but fragments of the war work of college women. Yet in the light of gatherings like the War Conference at Vassar and the recent War Work Conference of delegates from six women's colleges, these facts have an arresting significance. Not only the individual work of these women but the whole interest and method of women are building themselves into the structure of government. Nurture, conservation, reconstruction—the very functions so long ascribed to women are, through sheer war necessity, becoming functions of the state. Such war work as this is, we dare hope, an earnest of a democracy in which men and women are represented not only by their votes but by their joint labor for their common cause.

And the part of the woman's college in this greatest war

work—the re-making of democracy? The college diploma stands, if it stands for anything, for something of the trained mind and imagination that sees the larger purpose in the daily routine. Although economy and self-denial within the college have sometimes seemed like quickly-spent emotional epidemics rather than steadily-held working habits, yet the growing seriousness in college work and simplification of college life are inevitably teaching their lesson of achievement, not through a series of spectacular drives, but through resolute adjustment of every-day living. The members of our faculty and student bodies who are today leading the civic education and public health work of their communities are exponents of this trained citizenship.

A recent correspondent of the *New York Nation* declares that American girls are still “the most selfish in the world.” Surely the college woman is refuting that charge by her creative contribution to the nation’s service.

THE SMITH COLLEGE WAR EMERGENCY SUMMER SCHOOL

EDITH K. DUNTON

A very general interest has been shown in the summer training school of Psychiatric Social Work at Smith College. It is possible that since May, when the school was announced, the meaning of its somewhat esoteric name, with its new phrase for a new idea, has become known to all readers of the *A. C. A. Journal*. But it may be safer not to assume that the college’s war emergency experiment has attained quite so national a fame and understanding.

Before proceeding, therefore, to an account of the working-out of the plan, let us briefly explain its purport.

The specific purpose of the school was to train women to aid physicians in the care and treatment of shell-shock victims. Now, shell-shock is the popular name for war-nerves, which differ from peace nerves only in the relative violence of the cause and correspondingly of the symptoms, and in the relative rapidity with which a cure may be effected—if the right treatment is promptly given.

The problem of shell-shock is for all practical purposes a problem new to this war. The Allies, unprepared for it, with no experience to go by, met it as best they could. The United States has been able to evolve a considered plan, grounded on the Allies’ bitter experience. Base Hospital 117 is our over-seas solution together with an ample supply of division psychiatrists to supervise the nerves of the men in action and near the front, and to get those with symptoms of shell-shock or nerve strain to Base Hospital 117, or to a resting point, at the earliest possible moment. In this country the shell-shock or psychiatric work is to be centered

at Plattsburg; but every camp and cantonment has a psychiatric division in its hospital, in charge of a psychiatric specialist.

This means that much of the important preventive work will be done here—and at present American “nerves” are making it necessary to weed out about 2000 a month from the draft army, as “bad risks” for shell-shock. This will materially reduce the big percentage of shell-shock cases reported by the Allies in the early years of the war; but it will not prevent the shell-shock problem from being of paramount military and medical importance. All the more persistent cases of war-neurosis will be brought home for treatment. All the discharged men—ex-shell-shock men, so to speak—will return here; and the “bad risks,” rendered more nervous, more irritable, discouraged perhaps, or put at odds with the world, by their long or short term of soldiering, will be here to be readjusted to civil life. This means a tremendous task for psychiatric doctors and nurses in our home hospitals and outpatient clinics, and another big task for social workers engaged in reeducation and reconstruction work for the aid of returned soldiers or of soldiers’ families.

The Polish bride of a draft man, her husband her only tie to America, convinced that he has been sent to his death in a French trench and trying to starve herself that she may die with him, is an extreme but typical case of civilian shell-shock—a nervous break-down with a war cause—that is already complicating matters seriously for psychiatric doctors and nurses. And they are the only doctors or nurses who can help in cases of nerve-strain. Anybody who has ever experienced the unhappiness of even a slight nervous break-down, can appreciate the fact that the general practitioner, the ordinary trained nurse, the well-meaning friend who thinks “nerves” are nonsense, are all of less than no use in a case where nerve trouble is involved.

Now our doctor shortage is serious. Psychiatrists are, if possible, scarcer than other doctors. The National Committee for Mental Hygiene felt confident enough that women could be trained to increase doctor-power in their special field to approach Smith College with the plan for a psychiatric school. Specialists at the Boston Psychopathic and Northampton State Hospitals felt the same assurance, to the extent of being willing to help carry out the plan. Most psychiatrists are agreed that trained women can help them; not as nurses but as recorders, as interviewers, as social adjusters, so to speak, if they are “hospital-broke” and have a good general understanding of the nerve-strained man’s outlook on life and of the psychiatrist’s outlook upon the nervous patient.

But some psychiatrists go much farther than others in estimating the extent and value of the assistance that they hope thus to secure. Dr. L. Pierce Clark of New York has stated that with the help of an adequate force of trained psychiatric aides he can treat 300 cases simultaneously, whereas alone he could not handle one-tenth that number. Dr. Clark is a member of the

National Committee for Mental Hygiene which furnished a special committee for the Smith College project, of which special committee he is also a member, with Dr. E. E. Southard, of Boston, Wm. L. Russell of New York, Walter L. Fernald of Waverly, and President W. A. Neilson of Smith College. Recently, in speaking of the school, Dr. Clark said: "In my opinion 2000 women such as are being trained here at Smith could be used to advantage right now in army camps and army psychiatric hospitals and in civilian psychiatric hospitals, which are running very short-handed because of the war. This is one way to reduce materially the shortage of 50,000 trained nurses that we are facing. Take away from nurses their non-nursing functions and give these to women who can be sufficiently trained medically and mentally in six or eight months.

"Now that psychiatry has practically taken over criminology, so that they seem synonymous terms, and the psychology of crime is systematically studied both in schools for social workers and in penitentiaries like Sing Sing, the psychiatrist must have aides. The war situation makes this need particularly urgent."

Dr. Clark is an extreme believer in the possibilities of the psychiatric aide—or the mental hygiene aide, or physchiatric social worker—call her what you will. He has a very magnetic personality, and could no doubt use a larger staff of aides more effectually than could a psychiatrist with less mangnetism, less optimism, and less executive ability.

Dr. George Kirby, formerly of Ward's Island and now in France, was much interested in the Smith College plan, but a little sceptical of its practicability, because of the mass of medical details to be mastered, which were likely to overwhelm the lay mind. Dr. Kirby's doubt is interesting because it is a specialist's wording of the natural doubt that would arise in the mind of the plain man: On paper the experiment sounds well, but will it work? Can young women with or without experience as social workers be taught the facts they need for dealing effectively with nervous patients in two months, and in six more be given practice requisite to make them useful in helping doctors to help nerve-wrecked men back to health and happiness and usefulness in a world of busy, heedless, inconsiderate people—tactless friends, hard-hearted families, ruthless employers?

It is of course too soon to settle this question, but a visit to the school, an examination of its work, and an inspection of its student body answered it for Dr. Kirby. The summer school faculty, without exception, feel that their summer has been profitably spent. The students, who represent 20 states and Ontario, and 19 colleges, whose ages range from 19 to 46, and whose social service runs the gamut from nothing to a wide experience—in the special psychiatric field—the 65 graduates of the academic course are all pleased with their summer's study, and anxious to complete the practice period and go to work. The earnestness and enthusiasm of these young women through a period not normally

devoted to a "stiff" course in an esoteric subject, is the best possible testimony to the sound basis behind the Smith College experiment.

As has been stated, the National Committee for Mental Hygiene gave the school scientific backing. The Surgeon General's Office, through the approval of the chief of the psychiatric division, gave it practical backing: the S. G. O. wanted ten psychiatric aides last June, and promises to use a certain number of the school's graduates when available. The Boston Psychopathic Hospital agreed to plan the course and to carry on the technical psychiatric courses, which were outside the province of the College. The Northampton State Hospital promised clinics. Smith College lent such of its resources as could be utilized and its prestige as an educator of women to the plan. The combination of these elements naturally attracted women of the right type, while the fact that the announcement of the course happened to coincide with the height of the German drive of last May and June added a sombre emphasis to a plan for aiding shell-shocked soldiers. Young women read of this new way of being of service in military and civil hospitals, in out-patient clinics, or in bureaus of reconstruction and reemployment, and many of them felt that here lay their greatest chance to be of service, at a moment when no patriotic woman had any other paramount desire. Furthermore the course did not involve a two or three years' training, which many women cannot afford; eight months, or less for a trained social worker, were all that was required in the way of study and practice. So, although the College had not been able to make its positive decision in favor of the plan till what seemed like a dangerously late date, many more candidates of promise appeared than Miss Jarrett, chief of social service at the Boston Psychopathic and director of the school, felt it wise to accept. Sixty-five of these women took the course, which ran from July 8th to August 31st. Then the students, with the exception of two or three of much experience in social work among nervous patients, went immediately to clinics in Boston, New York, Philadelphia, and Baltimore for practice work, which will occupy six months more.

The object of the academic training—the part of the course with which Smith College was most vitally concerned—was, in the words of Professor F. Stuart Chapin, of Smith College, in charge of the sociology course in the summer school, "to give solid scientific training for the humanitarian task of rehabilitating shell-shock victims." To this end three main courses were offered: one in sociology, including social case work; one in psychology, including mental testing; and one in social psychiatry—that is, the methods of social rehabilitation of nervous patients—planned by Dr. Edith Spaulding of Bedford Hills Reformatory. She arranged a series of lectures by eminent alienists on the treatment of various forms of nervous disease, and herself delivered what might be called link-lectures, to bind together the individual contributions of men of different schools and opinions into a broadly conceived and unified whole.

The same unification, Mr. Chapin thinks, has been achieved by the course as a whole. "I believe also," he adds, "that the students have acquired a sane perspective which will serve as an excellent balance-wheel to their efforts in dealing with the mentally abnormal."

The acquirement of this sane perspective, the added poise, the steadied nerves, after eight weeks of highly intensive study in an unfamiliar field, which many visitors to the school and the school faculty have alike noticed in the student body, is indeed a high tribute to the—shall we say cultural?—value of the Smith College war emergency training course. The students have kept their heads, worked hard, taken difficulties in good part, and in general justified both the director's choice of them and their choice of the course.

The final test of the course as a war emergency measure—a cog in the reconstruction machine—has yet to come. But every bit of news from the six reconstruction aides at Base Hospital 117, every article—and our periodical literature is full of them—that witnesses to the newly-awakened interest in mental hygiene, which might be as well called nerve-hygiene, every new war-strain in the way of enduring, working, giving, saving, that is put upon us, leaves the psychiatric social worker with a bigger war job on her hands, and a bigger peace future ahead of her.

The training at Smith College, being experimental, may not have developed the full possibilities of its basic idea, but it has surely popularized that idea. Smith College may well be proud to have made a beginning in the task of training women to understand and to help the mentally sick, the nervously strained, the persons, be they soldier or civilian, who have found life too much for them and "gone under." The women at Northampton this summer want to help intelligently; they act as if they could do so. Certainly they are worth trying out. Even the conservative S. G. O. thinks so. Smith College and the world of college women will await results with interest.

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MRS. GERTRUDE S. MARTIN, Ph.D.

**Executive Secretary of the Association
Editor**

Communications concerning all publication matters, editorial or business, subscriptions, and changes of address should be sent to Mrs. Martin at the office of the Association, 934 Stewart Avenue, Ithaca, N. Y. Remittances should be made payable to the Association of Collegiate Alumnae.

The American Council on Education has recently created a new committee on War Service Training for Women College Students, with Miss Elizabeth Kemper Adams, chief of the Professional Section of the United States Employment Service as chairman. The other members of the committee are: Dr. Samuel R. Capen, U. S. Bureau of Education, member Educational Advisory Board, War Department Committee on Education and Special Training for the Student Army Training Corps; Dr. Guy Stanton Ford, University of Minnesota, Committee on Public Information, History and Government; Dean Virginia C. Gildersleeve, Barnard College, Columbia University; Dr. Vernon Kellogg, Leland Stanford, Junior, University, U. S. Food Administration, National Research Council, Biology; Mrs. Gertrude S. Martin, Executive Secretary of the Association of Collegiate Alumnae; Dr. Herbert Moody, College of the City of New York, War Industries Board, Chemical Division, Chemistry.

The Committee has already held meetings in Washington and has made a brief preliminary survey of the fields of war service for which college women are needed or for which women might be trained if the colleges found it possible to cooperate. While the need for trained women in almost all of the government bureaus is urgent, the situation in Washington shifts with such kaleidoscopic rapidity that it is extremely difficult for the heads of the bureaus to tell today what sorts of workers or how many of any given type will be needed a month hence or six months hence. This uncertainty makes it

extraordinarily difficult for any agency, such as the new Committee of the American Council on Education, to render effective assistance either in recruiting trained workers for immediate service or in enlisting candidates for training and in mobilizing the resources of the colleges for supplying the training needed.

One clear call has, however, reached the Committee and it has undertaken to transmit it on the one hand to the colleges which must supply the training, and on the other to the young women of the country who must furnish the raw material to be trained. It could hardly have ventured, however, to undertake the task had it not felt certain that it could rely on the Association of Collegiate Alumnae, with its machinery, national in scope, to carry its message in both directions.

The call comes from the Surgeon General's Office for 15,000 more pupil nurses in the hospital training schools before next July. The letter which the Committee on War Service Training for Women College Students has already sent out to a long list of colleges sets forth the plan which the Committee has adopted for securing the cooperation of the colleges in relieving the hospital training schools of as much as possible of their academic burden.

The letter is inserted here in full in order that all of our members may know exactly what is contemplated. Before this can be printed a copy of it will have gone to all of our branches with a request for their cooperation and special directions as to how to proceed. If, however, the Association is to meet effectively the expectations of the Committee, we shall have to have the cooperation of all of our general members as well. The letter follows:

To the Faculties and Boards of Trustees of Colleges and Universities:

The American Council on Education has just received from the Surgeon General of the War Department a letter expressing his hearty approval of a suggestion contained in a telegram from the President of Vassar College, urging the establishing of intensive pre-nursing courses at higher educational institutions for the purpose of assisting the civilian and army hospital training schools to meet the overwhelming demand for adequately trained nurses. In transmitting this telegram to the Council, the Surgeon General writes:

"I desire not only to express my entire approval of the plan presented through this telegram but my conviction that it will provide a most effective means of meeting a great emergency. The establishing by all institutions equipped to carry on the scientific courses of the three months' intensive preparation in nursing as presented by the Vassar plan would make available a group of highly prepared young women who could be rapidly advanced in the practical nursing field; and not only in the civil hospitals, but through the recently established Army School of Nursing, in the military hospitals in this

country, and, if the need increases, overseas. We could immediately place many hundreds of such students, if otherwise qualified for admission, in a valuable field of experience for them, and where they could at once render a much needed service to our sick and wounded men.

"It is my understanding that through the machinery of the Council, the necessary information can be issued to the universities and colleges that might be interested in this project, but if in any way this office can further it, I beg you will command me, for I believe no field at this moment can more justly command the services of our young women—especially those young women whose mental ability and character have been subjected to the testing and development of college life.

"I have the honor to be,

Very sincerely yours,

William C. Gorgas, Surgeon General,

By Robert E. Noble,

Brigadier General, M. C., U. S. A."

Present Emergency in Nursing

The Surgeon General has called for 50,000 nurses for the Army by January, 1919. It is estimated that there are probably not more than 80,000 fully trained nurses in the United States at the present time. The effect on the nursing profession of conscripting considerably more than half of the total number will be disastrous if effective measures are not immediately taken to meet the situation.

The training resources of the hospitals are taxed to their utmost capacity. If the educational institutions could by adding their teaching and laboratory facilities to those of the hospitals relieve the latter of a considerable part of the pre-nursing training, the number of pupil nurses on active duty in the hospitals could be much more rapidly increased, thus relieving a large number of fully trained nurses for duty at the front. Moreover, the authorities in nursing education believe that it will be especially advantageous for the pupil nurses to have received their training in science in the colleges.

The Vassar Plan

The Committee on War Service Training for Women College Students, of the American Council on Education, believes that excellent pre-nursing courses could be established immediately in a considerable number of our higher educational institutions, following with some modifications the plan so successfully carried out in the summer training camp at Vassar College and in somewhat different form at several other institutions. The Vassar plan was formally approved by the Committee on Nursing of the General Medical Board of the Council of National Defense and by the American Red Cross. The curriculum was drawn up by the National League of Nursing Education. The School has also had the unqualified endorsement of the American Nurses' Association and of the American Association for Public Health Nursing.

The course consisted of twelve weeks' work divided into two terms of six weeks each. Instruction was given in the following subjects:

Anatomy and physiology	60	hours
Bacteriology	50	"
Chemistry	48	"
Hygiene and sanitation	30	"
Elementary materia medica	24	"
Nutrition and cookery	60	"
Psychology and sociology of nursing	30	"
History and ethics of nursing	30	"
Elementary nursing and hospital economy		
(with dummies, model ward, etc.)	60	"
Special lectures	12	"

A strict regime comparable to that of the best hospitals was maintained and regular physical exercise was required of all students.

The Proposed Pre-nursing Courses

The Committee of the Council would suggest to institutions undertaking the establishing of such intensive pre-nursing courses that the general plan pursued at Vassar be followed, though certain aspects of it will of necessity be modified. In cases where institutions otherwise well equipped might find it difficult or impossible to provide training in elementary materia medica or in elementary nursing, these courses might be postponed until the pupil nurse enters the hospital, provided additional work equivalent in amount were given in some of the other subjects.

It is not proposed that these pupil nurses shall be recruited from college graduates only, though of course college graduates would be gladly received. The best hospital training schools and also the Army School of nursing require at least a high school education or its equivalent, and this must be the minimum requirement. The Army School of Nursing requires that the candidates shall be between the ages of 21 and 35 years of age, and that they shall present evidence of excellent physical health. The Committee believes that all women admitted to the pre-nursing courses should be at least twenty years old. It is not proposed to recruit the candidates from the students already registered for other courses in the colleges but from among the graduates of secondary schools or graduates of colleges not now in other fields of useful service. It is also proposed especially to avoid as far as possible recruiting from the teaching profession.

These pupil nurses will be received in groups or units of at least twenty each for twelve weeks of intensive training, after which they will be immediately assigned to approved hospital training schools and their places will be taken by new units. The courses offered them in the colleges, though necessarily of a condensed character, should require at least the same standard of work as those for which academic credit is given in the regular

courses. The Council offers its cooperation in securing the affiliation of these pre-nursing courses with approved civilian hospital training schools and with the Army School of Nursing.

Students satisfactorily completing the college pre-nursing courses will be given credit in the nurses training schools in proportion to the amount of their previous academic training. Graduates of accredited colleges who have not hitherto had the necessary preliminary training in science will, on the completion of the pre-nursing course, receive nine months credit in the training schools. College training without graduation will be credited in accordance with its character and amount. All other accepted candidates will receive three months credit for the intensive course. It is of course understood that graduates of accredited colleges who have had the necessary scientific training will be given nine months' credit in the training schools without attendance on the pre-nursing courses.

The Council Offers its Cooperation

The American Council on Education with the above authorization of the Surgeon General is prepared to cooperate with educational institutions in establishing these pre-nursing courses, and to assist in recruiting students properly qualified to undertake this training. It should be clearly understood, of course, that neither the Council nor the Surgeon General can assume any financial obligation. You are urgently requested to inform the committee at once whether your institution could undertake to establish such courses. The necessity for immediate action is urgent. The casualty lists of American soldiers and sailors are close to 1000 a day, and doubtless will increase rapidly in the near future. It is estimated that to meet the need even in part it will be necessary to send into these pre-nursing courses by the first of October, at least 2000 pupil nurses, and that these must be followed in three months by 4000 more, and in another three months by 5000. This gives some idea of the pressing necessity for relieving the civilian and army hospital training schools through the assistance of our educational institutions. The Council feels that in carrying out this request you will be aiding in a most vital way the military program of the Government.

A sub-committee on Special Training for Nursing has been appointed by the Council as follows: Mrs. John W. Blodgett, Vassar Board of Trustees, Chairman of the Administrative Committee for the Vassar Training Camp; Miss Annie W. Goodrich, Dean of Army School of Nursing, Miss M. Adelaide Nutting, chairman on the Committee on Nursing, General Medical Board, Council of National Defense; Mrs. Gertrude S. Martin, Executive Secretary, Association of Collegiate Alumnae.

Since the need for prompt action is imperative, if the first 2000 recruits are to begin their training by the first of October, institutions that can comply with this request at once are asked to reply by telegraph. Colleges and Universities that wish to look

more fully into the matter of curriculum before replying are advised to consult the Standard Curriculum for Schools of Nursing prepared by the Committee on Education of the National League of Nursing Education and published by the Waverly Press of Baltimore. A pamphlet prepared by the Committee on Nursing of the General Medical Board of the Council of National Defense bearing on this subject will be sent you in a few days.

Dr. Robert L. Kelly will act as executive secretary for the sub-committee on Special Training for Nursing and all communications on this subject should be addressed to him at 309 Munsey Building, Washington, D. C.

THE AMERICAN COUNCIL ON EDUCATION,
Donald J. Cowling, President.
Elizabeth Kemper Adams,
Chairman of the Committee on War Service
Training for Women College Students.

Securing the cooperation of the colleges is, however, only half of the undertaking, perhaps the easier half. There must be not only laboratories ready to be used and faculties willing to teach but also pupils ready to use them and willing to be taught. For this the committee is placing its **Our Task.** reliance solely and confidently on the Association. It believes that not only can the college women of the country recruit from among high school graduates the necessary number of pupil nurses for these college pre-nursing units, but that through their careful and intelligent selection of the candidates the present enormous waste due to rejection of candidates after a more or less extended probation can be eliminated. It has been found by the Army School of Nursing that out of those who have applied on their own initiative and those who have been recruited in various ways fully fifty per cent must be rejected as in some way unfit for the service. It is obvious that if these rejected candidates have already received a month or two of training before rejection, the government and the civilian hospitals cooperating in this work have suffered in the aggregate an appalling loss. The Committee believes that by putting the recruiting into the hands of a group like ours a very large proportion of this rejection can be done at the source of supply; that the intensive pre-nursing courses in the colleges with the standards required will again sift the material pretty thoroughly; and that the supply ultimately reaching the hospitals will suffer little further diminution at the end of the probationary period.

It is greatly to be regretted that we have no means of getting this call for service to our general members more quickly. This is written on the 10th of September. The letter to the colleges went out yesterday. It is of course impossible to know at this moment which of them can organize such courses by the first of October nor with what requirements in

the matter of tuition, etc. As fast as this information is received it will be sent on to the branches with full directions as to the methods of recruiting, requirements, quota needed from each district, etc. It is obvious that we shall have to depend upon the branches to secure the first quota of 2000 by October first. We sincerely hope, however, that all of our general members will do their share in supplying the January and April quotas. Every member is urged to volunteer her services for this work and to put herself at once in touch with the central office in order that all the necessary information may be sent her as fast as it becomes available. State and county directors of the work will be appointed as rapidly as possible. We should be glad to have you volunteer your services. This is a call for war service and demands that we lay aside all false modesty, look ourselves squarely in the face, determine what we are good for, and offer ourselves for that work. If there ever was a place for the shrinking-violet type of person who waits for her powers to be discovered, that place has disappeared.

This is only the first of a series of calls from the American Council on Education, asking the colleges to supply special training for women to enable them to meet war needs. There is no other organization in the country to which it should be able to look with equal confidence for assistance. Our power of performance will certainly be judged by the effectiveness with which we meet this demand.

It is to meet such calls as this for war service that will inevitably cost money and that can be performed so well by no other organization, that we are justified in calling upon

our members to cooperate in filling the war chest. The Those who have read the minutes of the April War Chest. meeting of the Council in the June issue of the *Journal* have doubtless already noted the motion passed there to request the branches to double their contributions to the national Association and suggesting that this request be met so far as possible by doubling the membership.

To the national Association there would have been a larger immediate financial gain in securing from the branches a doubled contribution without a doubled membership, since to each member more than half of her total contribution is returned directly in the form of the *Journal*. Unquestionably, however, our ability to render effective war service is dependent at least as much upon our ability to command the assistance of a larger proportion of the college women of the country in our undertakings as upon our ability to finance them. There is no question whatever that with the enthusiastic cooperation of our present members our membership could be doubled or trebled within a year. With every increment of membership both the cost of maintaining the central office and

the cost of the *Journal* grow relatively less, so that a constantly increasing proportion of the total income of the Association is released for the work which the organization was formed to carry on. This fact should be constantly kept in mind in every drive for membership. Not only are you strengthening the branches and your local work. You are also contributing directly and in increasing proportion to the national work of the Association.

The lists of 1918 graduates with a letter to membership chairmen suggesting plans for the membership drive went out to the branches in August in order to allow plenty of time for organizing the work. The results of the efforts of the branches are awaited with much eagerness.

This number of the *Journal* gives us, however, our first opportunity to reach our general members with the request that each of them should begin thinking of herself as a center of A. C. A. influence. Many of our general members are living in communities where a branch is an easy possibility. There is the requisite number of eligible persons, there is need of the kind of work that our branches can do and are doing. All that is lacking is the willingness of some one to take the initiative. The central office has tried to make the formation of branches as easy as possible. A model branch constitution with all necessary information as to how to proceed will be sent to any member who thinks she sees the possibility of forming a branch, and everything possible will be done to facilitate the work.

Where general members are quite isolated they must know a considerable number of college women elsewhere who are not members of the Association and who could easily be induced to join if personally appealed to by someone whom they know. If each of our general members would undertake to secure even one new member this year it would mean much in the aggregate. We should be glad to supply to every general member who will undertake to send them out with her personal appeal all the circulars of information and application blanks that she can use.

Washington has issued a call for trained women as editorial or research assistants at salaries of from \$1200 to \$1500. These women should have received training in history and economics equivalent at least to that required for the Master's degree. They are to be used by the Historical Branch of the Economic Section of the War Department. Applications should be made to Frederic L. Paxson, Major U. S. A., Chief, Economic Section, Historical Branch.

PATRIOTIC EDUCATION WORK AMONG THE BRANCHES

Editor's Note:

Our branches are better at doing than they are at reporting their doing. Inquiries about patriotic literature, etc., apologies for delayed correspondence due to the pressure of patriotic education work, appeals for suggestions as to ways of meeting some difficulty that has arisen in connection with the local work, all indicate that many branches that have made no report of their activities are hard at work at the task. The reports that have come in are most interesting. It is impossible to do more than cull bits from here and there in the hope that they may convey some suggestion of the contribution that is actually being made through the A. C. A. to this vitally important task of bringing home to the people the meaning of the war. We urgently request every branch that has been engaged in this work to send in a report as soon as possible and to make these reports as suggestive as possible to other branches.

The **Albany Branch** initiated the work of patriotic education in Albany County. It has a regularly organized speakers' bureau which sends out speakers independently and also provides them for the Patriotic League. Speeches have been made to advance the Liberty Loan campaigns in addition to many talks on such subjects as "German Intrigue," "Loyalty and Disloyalty," and "The Need for Americanization."

The **Atlantic City Chapter** has established a Three Minute Speakers' Bureau from which twenty-eight women were sent out to aid in the Third Liberty Loan Drive.

The **Boston Branch** sent out a questionnaire to all of its members, as a result of which about fifty members have registered with the speakers' bureau at the State House.

The **Buffalo Branch** maintains an active speakers' bureau which aids all the local drives, and also works for Americanization and civic education.

The newly formed **Ithaca Branch** almost before it had completed its organization as a branch organized a speakers' bureau, placing its speakers at the service of the County Council of Defense. It has furnished the speakers for the Council's work of organizing community councils in the rural districts throughout the county.

The **Chicago Branch** cooperates with the Woman's Committee in the work of patriotic education, furnishing speakers on demand. They have been dealing particularly with the subjects of prohibition and ward organization, as well as promoting all the special drives.

The **Connecticut Branch** cooperates with the Woman's Committee in maintaining a speakers' bureau and in holding

training classes for speakers in New Haven and in Hartford. They have formed an organization of "Minute Women," a ward organization for effectively aiding local drives.

The Columbus Branch provides speakers for the Woman's Committee. In addition to speeches on general patriotic subjects, many talks have been given before rural audiences to promote the organization of branches of the Woman's Committee in townships and counties.

The Detroit Branch held a mass meeting of the college women of the city at which between two and three hundred college women volunteered their services as speakers. Through the efforts of the local A. C. A. a catalogue was made listing these volunteers so that they might be used by the various patriotic organizations of the city.

The Duluth Branch enrolls in its speakers' bureau not only members of the A. C. A., but other women who are experienced speakers. Because of the large foreign population in and about Duluth, it has been planned to enroll also a few loyal and intelligent foreign-born women, particularly from among the Finns, Swedes, Norwegians and Poles. These women can act as interpreters when necessary and some Swedes and Norwegians can probably be secured who can themselves make speeches to their people.

The War Committee of the Elmira Branch has made many short speeches on war service topics before factory employees, in the local theaters and churches and at patriotic meetings in the City Hall.

The Honolulu College Club Branch of the A. C. A. has a regularly organized committee of eleven who have signified their willingness to speak on patriotic subjects. The Committee on Education of the Woman's Committee arranges the time, place and subject for such speeches. Several meetings have been held in schoolhouses in cooperation with the Board of Education. Patriotic programs were arranged, and the parents of the children were invited. The children sang patriotic songs, and speeches were made on food conservation, Red Cross work, etc.

Speeches were made also at the regular meetings of clubs throughout the city—clubs of Honolulu's most highly cultured women, and others made up of women speaking only foreign tongues such as Japanese, Chinese and Korean and before whom the services of an interpreter were necessary.

Lodge meetings and church organizations were also addressed, and in the Third Liberty Loan Drive noon-day speeches were made in the business section.

The **Kalamazoo Branch** maintains no speakers' bureau of its own but provides speakers for the Woman's Committee.

The Committee on Patriotic Education of the **Kansas City Branch** gave talks at the local industrial plants, sending out speakers according to a schedule arranged by the Y. W. C. A. About 4,000 people were reached in this way. Patriotic programs were also given in the surrounding rural communities, this work being carried on under the auspices of the local Red Cross.

The **Lafayette Branch** furnished four-minute speakers for a very successful War Stamp Drive.

The **Lincoln Branch** has established a speakers' bureau which works entirely under the direction of the Woman's Committee.

The speakers' bureau of the **Los Angeles Branch** has been turned over to the local branch of the American Red Cross. About fifty of the members are making speeches, some of them speaking two or three times a day during the various drives.

The speakers' bureau of the **Madison Branch** is so organized that its members may be sent in troupes, talks being interspersed with various forms of entertainment. To this end registrants sign up for music and readings as well as for speaking. In this way an entire evening's entertainment of a patriotic nature can be furnished to clubs, churches or rural communities.

The **Milwaukee Branch** provides speakers for the National League for Women's Service and for the County Council of Defense. Forty members are engaged in this work, making approximately two hundred speeches a month. In addition to speeches at factories, women's clubs, churches, etc., food conservation talks and demonstrations have been given in schools, stores and homes ranging from the houses of the very wealthy to little cottages on the outskirts of the city.

The **Minnesota Branch** has a large and unusually active speakers' bureau. Over 6100 speeches have been made during the spring and summer before women's clubs, Red Cross units and audiences composed of foreigners. A specialty was made of talks with lantern slides on American history and government for foreigners. The branch also furnished a patriotic food column in the programs of three of the leading theatres. This was so successful that they have been requested to repeat the column this coming winter in forty programs, enlarging the scope of their material to include all forms of conservation.

The Oberlin Branch initiated the work of patriotic education in its community. It maintains a regularly organized speakers' bureau and has also provided speakers for the bureau organized by Oberlin College.

The Omaha Branch provides speakers for the Department of Public Speaking, Council of Defense. Speakers have talked to the students of the local high schools urging the need of proper training through education for future service to the nation.

The Oshkosh Branch has no speakers' bureau but individual members have been speaking in behalf of the work for French orphans. Others have given educational talks on war subjects to the young people of the city.

The Pittsburgh Branch maintains a large and active speakers' bureau. Under the Educational Department of the Woman's Committee individual members of the branch, in co-operation with women from other organizations, have organized a short term training class in public speaking. Lectures were given by professional speakers on subjects connected with public speaking and the proper use of the voice, and two classes a week were devoted to personal drill and criticism. A list of available speakers has been compiled and these women have traveled all over the county, speaking at community meetings, schools and clubs.

The experiment was tried of selecting leaders and sending them to such rural communities as the County School Office approved, to meet once a week for a period of four or five weeks, with the teachers and patrons who were interested, to review briefly the history of the war and our entry into it, and to talk over the events of the war from week to week with the aid of maps, the idea being to stimulate an intelligent interest, and to try to keep up with the march of events. The leaders felt that they themselves benefited very much by this, and the County School Office reports that they consider the experiment well worth while and would like to have it extended.

The Providence Branch has an active bureau with over ninety registrants. In addition to the speakers themselves, two large committees have been appointed to train the speakers and to collect data and prepare speeches.

The Pueblo Branch has a committee which works under the direction of the County Chairman of the Council of National Defense in the work of supplying speakers to rural communities.

Members of the Sioux City Branch held a class at Morningside College for the preparation of college girls who were going out into the farming communities for the summer, fitting

them to do educational work along the line of food conservation. At a meeting of all the district chairman, the president of the branch told them that these young girls would be prepared to make four-minute talks, and asked for their co-operation in getting audiences for them. Each girl was also given a letter of introduction to the county chairman of the county in which she was to work, stating that she was qualified to give four-minute talks, to demonstrate war foods or both.

A class was also organized for training women speakers with the definite end in view of being able to provide speakers, wherever needed, to speak on any phase of war propaganda. This class was open to any woman in the city, whether a member of the Association or not.

The **Syracuse Branch** maintains no regular speakers' bureau but assists in the work of patriotic education through the Women Citizens' Committee of Fifty.

Ten members of the **St. Paul Branch** received instruction in public speaking from a university professor. They formed a unit of the Ramsey County Woman's War Organization and spoke extensively throughout the county both on general patriotic subjects and for special drives. They co-operated with the Minnesota Branch in speaking work and in furnishing material for the theatre programs.

The speakers' bureau of the **Toledo Branch** was organized at the request of both the state president and the Toledo president of the Woman's Committee of the Council of National Defense. A committee of ten was promptly selected and immediately sent letters to the presidents of the Federated Clubs of Toledo, asking them to list their speaking material with it. Through this means, through personal knowledge, and by keeping an ear to the ground for news of women gifted in presenting messages, the committee in about two weeks' time had a bureau of one hundred forty women, capable of addressing all types of people from the cultured to the ignorant.

Four days after its organization, the speakers' bureau took charge of a whirlwind Cantonment Library Drive, sending its speakers to the various women's clubs and the Red Cross auxiliaries. The result was that the books for the soldiers literally poured into the library.

At once calls for speakers came from the suburbs and the various townships for talks upon "Food Conservation" and demonstrations, "Child Welfare," "Red Cross," "War Gardens," "War Chest," "Women in Industry," "Standardization of Schools in War Time," and general patriotic subjects such as "Reasons Why We Are at War with Germany," "Women in War Work," etc.

The numerous requests from the surrounding county added to those of Toledo literally swamped the ten members of the committee and made them realize their woeful lack of funds. The chairman and one of the members presented the situation to the Toledo Commerce Club. It was most cordial and placed at their disposal the services of a secretary and travelling expenses for the speakers. The Commerce Club has also mimeographed most of the material sent to the speakers, an enormous task at times. The speakers' bureau then added to its name the phrase "of the Commerce Club," becoming The Collegiate Alumnae Bureau of Women Speakers of the Commerce Club, Council of National Defense.

The committee had two training classes for the speakers on child welfare. Thirty-seven successful mothers, mothers of several healthy children, were addressed by a leading child specialist on the feeding of children from two to six years old. One of Toledo's foremost food conservationists then placed them in the schools before audiences of mothers. During the talks the proper diets for children were demonstrated. An authority on children's diseases instructed the speakers' bureau on child welfare in general. The Toledo Child Welfare Plan with an explanation of the government weighing and measuring cards for babies was presented before the bureau and some definite, helpful public-speaking instruction was given. Thus trained, these speakers then reached all groups of women, Red Cross, clubs, churches and social gatherings.

For the next drive, "Need for Nurses," the Council of National Defense held a rally with out-of-town speakers, and the Bureau attended in a body. Later, wherever there was a call, speakers on this subject were sent out.

Fifteen members of the bureau digested the information in the pamphlets of the Toledo Consumers' League. Then the president of the Toledo Consumers' League, who is an active A. C. A. member, addressed them on "Women in Industry." They are now giving intensive talks and incorporating that subject in their general patriotic addresses wherever possible.

The material for the speakers has come from various sources: the Committee on Public Information; carefully prepared bibliography of magazines and books at the public library, and speakers, local, national and international, including Mrs. Vernon Kellogg, the only woman on the Belgian Relief Committee, and Miss Helen Fraser.

In September, the Council of National Defense put at the disposal of the bureau a volunteer motor squad of sixty machines, one for each morning and each afternoon in the month.

The **Washington (D. C.) Branch** has a large and active speakers' bureau with over one hundred registrants. One of their unique lines of work has been to bring home to people in boarding

houses the necessity for food conservation. Because of the great number of war workers in Washington the city is full of boarding houses and the matter of making them comply with the food regulations proved a serious one. The managers of the boarding houses complained that their boarders were unwilling to eat food substitutes. So the Washington branch took up the matter by sending out people from the speakers' bureau to go to these boarding houses and speak after dinner to the assembled groups of boarders on the necessity for food conservation and the requests of the food administration.

In the **State of Washington** our sectional vice president of the North Pacific section was appointed chairman of educational propaganda under the Woman's Committee and has depended mainly upon the college women of the state in organizing the work. Up to the middle of July twenty county chairmen had been appointed. They were in close correspondence with the central committee at Seattle and the work was being rapidly extended. The four branches of the state had financed the work so far, though the committee had undertaken nothing that would cost much money.

During the summer the central committee in Seattle carried out a plan that deserves to be widely copied. "We had a perfectly fine War Study Week on Bainbridge Island, across Puget Sound, last week," writes Mrs. Carr. "A vacant cottage was used for the study sessions and reading room, a Norwegian woman gave us our meals at her house nearby, and the summer cottagers entertained us as far as beds were concerned. Our state chairman of speakers' material led the discussion and held us down to work. She had it wonderfully well planned (Harding's outline and the government pamphlets plus outside reading and references), and we actually "boned"—studied a lot between sessions from 10:30 to 12:30 and from 3 to 5 each day from Monday through Friday. I never learned so much in one week in my life. No one has any idea how much meat there is in the government Red, White and Blue and Information Series who hasn't studied them in some such way. The makeup of the class, which consisted of members of the state committee and others that we hope will lead classes and become speakers, was really remarkable. One was born in Constantinople, one in Germany near Poland, one belonged to a family that had left Alsace when it became German territory. Three had just taken a course in the Philosophy of War at the University. All were college graduates and knew how to study and enjoyed it. Of course we had lots of fun besides, and we became so well acquainted that we extended our stay over Friday evening and had "graduating exercises" which brought out some very clever foolery. History teachers are all familiar with the outline and the references and the same thing could be done in many places. We had three history teachers among us, counting the leader. We hope to start many such study circles in the state."

SOUTHERN ASSOCIATION OF COLLEGE WOMEN

The year just beginning for the Southern Association of College Women has the promise of being as full as the preceding one, and perhaps a little more definitely organized. All branches will continue to take the active part in war work which they began last year. While they subscribe to Liberty Loans and help in drives for Red Cross, Y. M. C. A. and other kindred activities, they will not forget that unless we are to become a nation not worth fighting for we must keep the schools and colleges fit. Miss Elizabeth Colton, President of the Southern Association of College Women, had this in mind when in an address at Norfolk, Virginia, recently, she said:

"Our future work will continue to have as its leading object the informing of the public as to what constitutes a real college; but in order that we may do this more effectively, we are planning a comprehensive and far-reaching educational policy. Since the efforts of all educational agencies will be largely futile as long as our state legislatures make no distinction in degree-granting privileges between institutions adequately equipped for college work and those whose whole library and laboratory equipment could be loaded on a wheelbarrow; and since the right to confer degrees comes from the legislature of a state; and since it is, therefore, the duty of the legislature to safeguard this right; the Southern Association of College Women is now making a definite appeal to all educational agencies in the South and to all individuals interested in honest educational standards, asking for their co-operation in inducing the legislatures in every southern state to establish definite conditions on which alone charters may be secured, and to restrict by wise and careful enactment the right to confer degrees.

"The Association of Colleges and Secondary Schools of the South will, of course, be our strongest ally in this undertaking. The following Joint Committee of that association and ours has already been appointed for carrying out our plan to secure legislation safeguarding the granting of charters with degree-conferring privileges to nominal colleges:

Executive Joint Committee

Chancellor J. H. Kirkland, Prof. Chas. G. Maphis, and Miss Elizabeth A. Colton, Secretary.

State Joint Committees

Alabama: Principal J. T. Wright, Mobile University School;
Mrs. Joseph Brevard Jones, Montgomery.

Florida: Prof. W. S. Cawthorn, University of Florida; Miss
Elsie Hoyt, Tampa.

Georgia: Prof. J. S. Stewart, University of Georgia; Mrs.
Newton Wing, Atlanta.

Kentucky: President R. H. Crossfield, Transylvania College;
Miss Frances Jewell, Lexington.

Louisiana: President T. D. Boyd, Louisiana State University;
Miss Mary Leal Harkness, New Orleans.

Maryland: President W. W. Guth, Goucher College; Miss
Gertrude C. Bussey, Baltimore.

Mississippi: Prof. J. Reece Lin, Millsaps College; Mrs. Robert
B. Ricketts, Jackson.

North Carolina: Prof. E. C. Brooks, Trinity College; Miss
Rosa C. Paschal, Raleigh.

South Carolina: Prof. W. H. Hand, University of South Caro-
lina; Miss Penelope McDuffie, Marion.

Tennessee: Prof. Harry Clark, University of Tennessee; Miss
Emily Dutton, Murfreesboro.

Texas: President C. M. Bishop, Southwestern University;
Miss Elizabeth West, San Antonio.

Virginia: Prof. Chas G. Maphis, University of Virginia; Miss
May L. Keller, Richmond.

"The other members of the Virginia Joint Committee are:
President R. E. Blackwell, representing the Virginia Associa-
tion of Colleges, and Miss Julia Graham Aunspaugh, repre-
senting the recently organized Norfolk branch of our associ-
ation.

"All branches of our association will, of course, be repre-
sented on the joint state committees, and all our members will
be expected to use every possible opportunity to influence
legislators from their respective communities to vote for our
proposed educational bill."

The bill to which Miss Colton refers will make it impos-
sible to charter institutions unless they have minimum require-
ments in regard to endowments, equipment, entrance condi-
tions, work for a degree, and faculty. In order to acquaint the
public with the importance of the measure to be introduced,
15,000 leaflets have been distributed by the S. A. C. W., giving
the minimum requirements of standard colleges as set by the
Association of Colleges and Secondary Schools.

Letters from various standard colleges for women indicate
that there will be full enrollments everywhere. There will be
fewer irregular students, and endowment funds will not be
suffered to lapse because of interest in other objects.

An item of great personal interest to southern college women is the announcement of the marriage of Miss Virginia Spotswood McKenney to Lieut. Robert Watson Claiborne, U. S. M. C., at Petersburg, Virginia, April 20th. Mrs. Claiborne has been First Vice-President of the Association since the Washington meeting in 1917.

CONFERENCE OF DEANS OF WOMEN

The fourth national conference of deans of women met with the National Education Association at Pittsburg, Pa., the first week in July with the beautiful women's building, the Twentieth Century Club, as headquarters. The addresses and discussions centered around comparatively few topics. Emphasis was laid upon the necessity for the dean to fortify herself by a wide range of reading not only of modern books of national and professional interest, but of the enduring literature of the past so that she may have clearness of vision and steadiness of faith to help college women who are bearing so bravely their share of heartache, uncertainty, and trial of faith.

Request had been made for the discussion of the possibility of mobilizing students for household and campus duties. It was shown that students have been doing a large amount of Red Cross work, of gardening, of canning, of dining room service, and have in other ways reduced the number of college employees. Dean Arnold, of Simmons College, in her address at luncheon on food conservation showed that, as the war must be won through democracy, the great need is that real conditions should be made known, and that there should be a willing mind to meet these conditions; that there must be a mobilization of mind, heart, and will power. Mrs. Gertrude Martin of Ithaca, N. Y., urged that deans should not permit time and energy to be consumed in comparatively unimportant details to the neglect of the greater opportunities for the advancement of women.

There was considerable discussion of the more obvious duties of deans, and the related obligations of president and dean in matters of administration. Expression was given to the thought that the dean should be permitted to place emphasis where her natural and acquired ability best prepare her to serve, and that the province of both president and dean should be to disseminate enthusiasm, and impart inspiration. The principal subject discussed in the business meeting was the need of standardizing of the office of dean which now covers a wide field, academic, and non-academic. It was proposed that a step in this direction should be taken at the January meeting in Chicago.

The following officers were elected for the ensuing year: president, Dean Kathryn Sisson-McLean, Ohio Wesleyan Univ.; vice-president, Dean Eva Johnston, Univ. of Missouri; secretary, Dean Anne Dudley Blitz, William Smith College; treasurer, Dean Richards of the Minnesota State Normal School at Winona.

NEWS NOTES FROM THE COLLEGES

Barnard College.

Since the publication of the announcement for 1918-1919, the Faculty of Barnard College has made important changes in the curriculum and, as a result of these, in the entrance requirements also.

Only one degree, that of Bachelor of Arts, will in future be conferred under the Faculty of Barnard College. The Bachelor of Science degree in Columbia University will henceforth be given only for a professional or semi-professional course in other schools of the University. The former A.B. and B.S. curricula have been amalgamated and altered. Beginning with the class entering in the fall of 1919, all candidates for the degree will be required to take 6 points (semester-hours) of English, 6 of mathematics, 6 of history, 3 of psychology, 3 of philosophy, 6 of economics, 6 in a laboratory course in a natural science, physical education work extending over the entire college course, and a course in voice training unless they are specially exempted. Students entering with 2 or more units of Latin or Greek will be required to take 6 points of work in the Latin or Greek language, or in classical literature in translation, classical civilization, or the history, art or philosophy of classic times. Students entering without Latin or Greek will be required to take 8 points of the Latin or Greek language or 12 points of classical literature in translation, or classical civilization, history, art, or philosophy. Students will also be required, before being registered as seniors, to demonstrate a sound working knowledge of either French or German, and a knowledge of the elements of another foreign language, ancient or modern. There are also certain rules governing the major subject and the distribution of elective courses.

Beginning in September, 1919, the following subjects will be required of all candidates for admission: 3 units of English, 3 of mathematics, 5 of foreign languages (of which at least 3 must be in one language), and 4 elective units. This new set of required subjects will replace the lists formerly prescribed for the A.B., B.S., and General Two Years courses. The examination requirements may be satisfied by either the Old Plan or the so-called New or Alternative Plan.

The small Alumnae Co-operative Dormitory, at which thirteen students have been able to live for considerably less than at the regular dormitory during the past two years, has been so successful that it is to be enlarged this fall. Five apartments have been rented opposite Brooks Hall, and it is hoped that thirty or forty students will be provided with comfortable rooms and good food at a reasonable rate by doing about an hour's light housework a day.

The Associate Alumnae have succeeded in raising over \$50,000 for two Barnard units for overseas service, and in recruiting these groups from the ranks of the graduates. Four members of the Canteen Unit for service in Y. M. C. A. huts, and four of the Repatriation Unit which is to work under the Red Cross are already abroad, and the others are waiting for sailing orders.

Boston University.

To meet the urgent demand for trained women to fill the many vacancies caused by enlistments in the National Service, the College of Business Administration will give during the coming semester a number of intensive War Emergency Courses. These courses are designed to prepare for secretarial duties, civil service, retail store work, and accounting.

The courses will begin the latter part of September and will run twelve weeks, three evenings a week. For those, however, who wish to take final examinations with a special report to employers, an additional three weeks' course will be provided including special lecture work, reading assignments, quizzes and final examinations. During the past year similar courses at the University were attended by 1,000 women.

Dean Everett W. Lord of the College of Business Administration has been appointed Federal Director of Employment of Massachusetts. He will, however, continue his duties as Dean of the College. By the terms of his appointment as Federal Director he has an alternate, Mr. B. Preston Clark.

Boston University has received word from the War Department that it has been placed on the list of institutions in which will be organized an army training corps to be drilled by an army officer.

The newly organized School of Education begins its work in September. This school includes the following departments: Public School Education and Administration; Religious Education; Missions, Social Service and Church Work; Training of Teachers in Commercial Subjects; Recreational Leadership.

Bryn Mawr College.

During the summer Bryn Mawr has not lapsed into its usual state of complete repose but is carrying on certain activities. One of the professors has been working with a small group of students in the chemical laboratory on a piece of government research, the department of Social Economy and Social Research has begun its course for industrial supervisors, and about twenty volunteer laborers have been engaged in work on the Bryan Mawr Patriotic Farm.

The courses in Industrial Supervision are offered to meet the war emergency demand for employment managers, service or welfare superintendents, industrial superintendents of women's work, factory inspectors, investigators of industrial prob-

lems affecting women, industrial secretaries, and industrial group leaders. The War Council of the Young Women's Christian Association voted a sum of money to enable Bryn Mawr College to train women to meet this demand, and the first group began their training in June. The course covers a period of eight months, part of which is spent in attending courses at Bryn Mawr College and part in field or practice work in manufacturing establishments. A second group will begin training in October and a third group in February, 1919. Each group is to be composed of ten students.

The Bryn Mawr Patriotic Farm makes its headquarters in the Baldwin School, the use of which has been given to them during the summer. The workers are cultivating over thirty acres in three plots, one on the school grounds, one on the College campus, and the third about a mile and a half in the country. They are raising vegetables for winter use for the College and school, are canning such vegetables as cannot be kept in other ways, and have developed a thriving retail huckster's business in the neighborhood. The workers are recruited from the undergraduate students, alumnae, and friends, most of them volunteering for six weeks.

University of Chicago.

A review of the summer news of University of Chicago Alumnae is so overbalanced by the war-workers' section that it seems timely to mention their names and occupations at some length. The list could be made never-ending were one to attempt mention of all our alumnae doing war-work in this country. For that reason and that alone, one is forced to include in the list in this issue only the names of those who either are overseas at this time, or expect to be in the immediate future. Anyone in possession of accurate information concerning an alumna not mentioned here will confer a favor if she will forward such information to the Chicago editor.

Among the Canteen Workers

Maude Radford Warren, '95, has been decorated by the French Government for Canteen work under fire. Affiliated with the Y. M. C. A., she was the first woman to reach the U. S. Marines in the heavy fighting around Chateau Thierry, where at the request of her commanding officer she brought food to the wounded night after night under fire. For this signal service she has been made a sergeant in the United States Army.

Margaret Laing is a Red Cross Canteen Worker in the war zone northeast of Paris.

Helen Hendricks, '08, is a Y. W. C. A. worker in France, present address not given.

Alice Lee Herrick, '12, is a Canteen Worker for the Red Cross in the war zone, present address not known.

Lucia Parker, '11, former Dean of girls at University High School, is the assistant director of organization of new Canteens both in France and America, a responsible position which she has earned by long and efficient service.

Ruth Agar, '14, has, after many delays owing to the fact that she has a brother in France, received her passports for France where she will serve as a Canteen Worker in a hostess hut.

Betsy Blodgett, '18, has joined the Salvation Army in order to reach the Front by the shortest route. She expects to be at work behind the lines by October first.

Among the Telephone Operators

Margaret MacDonald, '16, and Ruth Sheehy, '16, are preparing to go to France as telephone operators on or around October 1st; they are at present engaged at the Bell Telephone Offices in Chicago.

Elsa Freeman, '16, has already reached France, where she occupies a seat at the switchboard of a U. S. Army exchange.

Phyllis Fay, '15, will leave in November either to be a telephone operator in the war zone or to accompany Miss Wallace in her civilian relief work in the south of France.

Among the Civilian Relief Workers

Miss Elizabeth Wallace of the Romance Department of the University of Chicago, returned to this country in May after six months' service as an Infant Welfare worker in Southern France, particularly at Lyons and Bordeaux. She will go back to France as soon as the University is able to spare her, for her work with the Rockefeller Foundation, probably by December of this year.

Thyrza Barton Dean, '07, is doing housing work for the Y. W. C. A. in and around Paris; she examines the living quarters offered to the munition workers and their families, and is particularly active when new factories are opened.

Agnes Anderson is doing civilian relief work for the Red Cross at Perignau in southwestern France; she is occupied particularly in establishing refugees from Belgium and Northern France in new living quarters.

Helen A. Ranlett, '15, is in Paris at the Lycée, where she does editorial and proofreading work for the shop for Books for Blind Soldiers.

Irene Tufts Mead, '15, returned in June after six months' service with the American Fund for French Wounded; she accompanied Dr. Clara Davis and her party to a dispensary fifteen miles behind Verdun, where the Commission worked until it literally saw no more work for it in sight. "The time for such work is not quite here," says Mrs. Meade. "When it comes there are plenty in France better equipped than I to take care of it; so I came back to America."

Hazel Kirke, '10, is working under Prof. J. A. Field of the University of Chicago in the American section of the Allied Maritime Transport Council offices in London. Her work is statistical in nature.

Unity Wilson is a Red Cross nurse at a hospital in Paris. It is significant in this connection that at the June luncheon of the Chicago Alumnae Club held at Ida Noyes Hall, the eight speeches of the day were delivered on as many different sides of war work, both at home and abroad. The session was one of the most memorable in the history of the club.

Elmira College.

The Rev. Frederick Lent, Ph.D., has been elected to the presidency of Elmira College. Dr. Lent was graduated from Brown and Yale Universities, later taught in them, and then became the pastor of the First Baptist Church in New Haven, from which he comes to Elmira.

Three units of Elmira College undergraduates are doing farm work this summer. About sixty students are represented in these units and are working chiefly on truck farms, although a few of them are doing general farm work, as haying, driving farm tractors, and dairying. The units are stationed at Conklin, Sodus and South Elmira.

Two French students brought over under the auspices of the Association of American Colleges are entering the college this year. They will live in Cowles Hall.

Miss Nancy Scott, Ph.D., formerly of Wilson College, will occupy the chair of Economics and Sociology left vacant by the resignation of Miss Rebecca Tyler Osler, who goes to take a government position.

Mr. Walter Camp, well known as the Yale Field Coach and at present serving on the Commission of Training Camp Activities, will train those who give the physical work to Elmira students this summer and will himself inspect the play and gymnasium work of the students of Elmira College this year. It is planned to put the physical training on a war basis and to give extended instruction to all students in hygiene, sanitation, genetics, biology, dietetics and motherhood. It is expected that the added emphasis upon physical condition constant throughout the four years of college life will make a notable advance in the health conditions of the students.

Mr. Francis Baldwin of Elmira has been elected to succeed the late Mr. Ray Tompkins as a trustee of Elmira College.

Goucher College.

In spite of the economic strain of the past year or two and the prospect of even greater demands upon the incomes of parents during the coming year, the enrollment of the college steadily increases and the waiting list lengthens.

There have been several important additions to the faculty.

Miss Ruth Wheeler, A. B., Vassar, 1910, Ph. D., Yale, 1913, comes to Goucher from the University of Illinois to take charge of the department of home economics. Dr. Wheeler has done valuable research work for the University of Illinois and is a member of the Food Administration.

Dr. Agnes L. Rogers, A. M., St. Andrews, Scotland, Ph. D., Columbia University, has been made head of the department of education. Dr. Rogers has taught in France and Germany and brings an unusually broad training and experience to the department. She is especially interested in education psychology and its application to vocations. She will offer special courses along these lines.

Dr. Mary Belden, a graduate of Oberlin, comes to the English department fresh from graduate study at Yale University; and Miss Elizabeth Nitchie, A. B., Barnard, and Ph. D., Columbia, has been appointed instructor in English.

Dr. Ella Lonn, A. B. and Ph. D. of the University of Chicago, comes to the history department from Grinnell College.

Dr. Raymond Dougherty of Yale has been made professor of Biblical literature. Dr. Dougherty has done distinguished work in the field of Assyriology.

An exchange of professors has been arranged between Goucher and Wellesley by which Dr. Clara E. Smith, associate professor of mathematics at Wellesley, will exchange this year with Dr. Florence P. Lewis who holds a corresponding position at Goucher. This is probably the first official exchange of professors by women's colleges in this country.

As an outcome of the College Women's Patriotic Rally held at the college last April and addressed by President Thomas of Bryn Mawr, Mrs. Gertrude Martin and Mrs. Raymond Morgan, all representatives of the A. C. A. War Service Committee, a local committee was appointed to circularize the college women of Maryland in the interests of the public speaking campaign.

Through the Maryland Council of Defense arrangements were made for three training classes, including one for colored women. Dr. Katherine Gallagher of the Goucher history staff conducted all three classes. A considerable number of college women attended the class held at the Johns Hopkins University, and it is likely that Dr. Gallagher will conduct other classes this fall.

Miss Mary Cromwell Jarrett, Goucher, '99, Chief of the Social Service department of the Massachusetts Psychopathic Hospital, was director of the training course given at Smith College this summer in the psychopathic treatment of returned soldiers suffering from nervous disorders.

Dr. Kate Bogle Karpeles, '09, was one of the first women in the United States to receive an officer's commission in the present war. She has been appointed contract surgeon of the U. S. Army with the relative rank of first lieutenant. Dr. Karpeles is stationed at the emergency dispensary of the War Department in Washington.

University of Missouri.

The University of Missouri regrets the loss of two strong women from the Faculty this year. Dr. F. Louise Nardin, Assistant Professor of English has been called to Wisconsin as Dean of Women, and Dr. Louise Stanley, Professor of Home Economics, has been granted leave of absence for a year to accept the position as Federal Agent for Home Economics Education under the Federal Board for Vocational Education. Miss Stanley's headquarters will be in Washington.

For the men students, the University has become largely a military training school. A Students' Army Training Corps has been established as a branch of the Military Service of the United States and college students over 18 will be inducted into this upon registration. It is hoped that special courses can be arranged for women so they can prepare themselves for some lines of service demanded in war times.

Smith College.

Commencement, simplified by vote of the senior class, was preceded by the inauguration of President Neilson. The exercises included the effective presentation of the *Carmen Saeculare* by members of the freshman Latin classes on Wednesday evening, the formal induction Thursday, followed by a luncheon for the guests, chiefly alumnae and faculty, and the usual commencement concert by the college orchestra. The evening reception in the library was for the inauguration visitors and the seniors and their families who had come for the Friday morning conferring of degrees. The speeches at the inauguration were by President Emeritus Eliot of Harvard University, Honorable Samuel W. McCall in the double capacity of governor of the commonwealth and trustee of the college, Charles N. Clark who handed on the insignia of office, Mrs. Dwight Morrow, president of the Alumnae Association and Alice Cook, senior president of the student council. The chief points in President Neilson's inaugural were the need of a more careful "fencing off of the tables" in the college community, the necessity of the recognition of the proper relation of scientific and humanistic studies, a plea for a more cultural study of the classics, a demand for greater emphasis on the cultivation of "active curiosity as to the meaning and relation of every fact," on a freer expression of personality through the arts and through student life. In relation to the vocational problems brought into fresh prominence by the war, President Neilson stressed the providing of the background and the intellectual aptitude rather than the technical equipment of the expert, which may be added outside, possibly in summer courses.

The gifts of the reuniting classes were divided among several interests, the new infirmary, the graduate study fund, the Smith Relief Unit which received more than \$20,000, and the War Emergency work of the college including the important

summer session of 70 students, the School of Psychiatric Social Work under government auspices described elsewhere in this issue.

The relief unit, since the evacuation of the Grécourt district in April, has been at work in Beauvais doing hospital and canteen service and running a club for our soldiers. A second Smith College unit for refugee work has been sent abroad at the request of the Red Cross and a canteen group under the Y. M. C. A.—thirty-five women in the three units. In addition, Smith women are going out singly to serve as army nurses, as surgeons, as workers under the Y. W. C. A., the Y. M. C. A., the Red Cross, the Fund for the French Wounded, for the Blind and other relief organizations.

The undergraduate interest in the war was shown by making garments for the unit, by the completion of the large order for front line packets of surgical dressings, by the contribution of \$4,340 to the May Red Cross drive, and the monthly support of the college Red Cross Chapter which was able from its surplus to contribute \$4,600 for the support of some country chapters in the district.

The valuable Bennett collection of Indian relics presented by Colonel Walter Scott of New York has just come into the possession of the college. Part of it was included in the World's Fair Exhibit in 1893.

The new plan of class advisors went into effect with the opening of college. Each advisor is to carry a small group through the course, instead of a larger number for only the freshman year. The relation is to be both academic and personal.

The new alumnae trustee is Helen F. Greene, '91, daughter of Dr. John M. Greene, advisor of Sophia Smith in her founding of the college, and still a trustee of the institution.

Vassar College.

On June 24 the Vassar Training Camp for Nurses was officially opened by President Henry Noble MacCracken with the sanction of the Committee of National Defense and under the direct auspices and financial support of the American Red Cross. The 437 students present came from 41 states, were graduates of 115 colleges and have been accepted as probationers by 39 approved hospitals. In recognition of the previous college education of the members in camp and of the thorough and intensive training of the summer course, the co-operating hospitals have agreed to reduce the subsequent training from three to two years. The course continued for 12 weeks and included the following curriculum: anatomy, physiology, hygiene, bacteriology, chemistry, social economics, elementary and abnormal psychology, nutrition and cookery, materia medica and practical nursing.

The Vassar Training Camp for Nurses represented the stimulus of a great national need and it is under this pressure that the college woman has undertaken to prepare herself by two

years of technical training for a profession which, as a practical field, has been generally considered as outside her particular social usefulness. If the success of the departure is as great as the enthusiastic personnel of the Camp and the eminence of the Faculty would merit, it will point to new and tremendous possibilities in the development of college education for women.

An early successful achievement of the Camp was the *Thermometer*, a weekly publication containing general news features of the camp for nurses and the farmerettes. The *Thermometer* was informally edited and although it contained an occasional serious article of nursing interest its main attraction to the Camp was its very ready appreciation of local humor.

Because of the success of the experimental farm unit which worked for eight weeks at Vassar last summer it was decided that a large unit should be formed this year at the college. Therefore, more than one hundred and twenty-five students and alumnae worked in two six-weeks shifts on the college farm, grounds, and garden, and a few neighboring farms and estates. They also spent part of their time at a canning factory in the vicinity of Poughkeepsie, which was filling a war order for tomatoes for the army and navy, preserving fruits and jams and putting up vegetables for the college. The members of the unit lived in one of the college buildings and went out to work every morning in a Ford truck. They worked forty-four hours a week and their activities covered all kinds of farm and garden tasks. The unit was preeminently a working unit; the purpose being to supply labor to the farmer and gardener whose crops could not otherwise have been cultivated or harvested. Fortunately the unit was able to carry out its purpose and during the summer helped to save the crops of several farmers handicapped by a shortage of labor.

Although plans for the formation of a relief unit to go to France were formulated early in the spring and some of the machinery set in motion, not until after commencement, when the nurses' training camp was assured, did the committee in charge feel justified in going ahead. It was also decided in June that in addition to the relief unit under the direction of the Red Cross, a canteen unit under the Y. M. C. A. should be organized and sent. The relief unit has been slower and more difficult to organize because of the necessity for specially trained workers, among them being a doctor, a nurse, and a dietitian, as well as those trained in social service and executive work who had also a working knowledge of French. By the time these notes are published it is thought that all the members of both units will be in France, a number having already sailed. A farewell luncheon was given the members of the two units on the roof of the Women's University Club, in New York City, Tuesday, August 27.

University of Washington.

The fourth quarter plan which was inaugurated at the University in October, 1917, has proven unexpectedly successful from

the standpoint of numbers. Eleven hundred and thirty-four students, of whom the large majority were women, have been in residence. Many of these students are high school teachers working toward advanced degrees or some technical war service line, but a considerable number were elementary school teachers who desired additional training in music, drawing, home economics or school administration.

Of the alumnae and students selected for signal corps service in France, eight are now known to be in France, the other four being held until the next group is needed. One of these women, Miss Adele Hoppock, is known to be at General Headquarters No. 1, while her sister Miss Eleanor Hoppock, formerly assistant in French, is translating a French geography into English for the assistance of American Forces.

Miss Ethel Scribner, for three years Y. W. C. A. secretary, is now in France. She has been assigned to duty as hostess to a group of American girls now serving at Bordeaux.

Miss Rose Glass, A. M. Washington, 1910, teacher of history in Franklin High School of this city, is now in France under the auspices of the Y. M. C. A. as educational director.

Three recent women graduates and several undergraduates have received appointment as bacteriologists under the office of the Surgeon General and are now serving in various cantonments.

Miss Grace Pritchard, B. S., 1916, has just returned from a year spent in the Aleutian Islands teaching a territorial school of twenty pupils. Although there were no English speaking people among the one hundred residents of the village, and the population was at first rather markedly pro-German, Miss Pritchard organized a Red Cross Auxiliary and raised three hundred dollars for relief purposes. She left Alaska with the intention of returning, but has now entered the Army Training School for Nurses.

The Department of University Extension, cooperating with the State Committee for Educational Patriotic Propaganda which was authorized by the Woman's Division of the State Council of Defense, recently conducted two six-day war study conferences on the Campus. Miss Elizabeth Rowell, head of the department of history in Broadway High School led the conference very successfully. The class, which was composed entirely of women, numbered residents of Idaho, Montana, Oregon, Washington and Alaska. They have expressed their intention of organizing similar study classes in their home communities.

Washington University.

This summer, war-service courses have been given at the University for both men and women, in radio-service, mathematics and drafting. Three hundred soldiers were quartered on the campus while receiving instruction in the shops.

The University is helping win the war in many other ways. Noteworthy contributions have been made through the splendid service rendered by Hospital Unit 21; by the hun-

dreds of thousands of dressings, the work of the Red Cross units at the School of Medicine, at the Missouri Botanical Garden, and on the main campus; by the laboratory investigations at Government request; by the successfully administered Schools of Oral and Plastic Surgery; by the gift of some of its ablest professors as investigators, as physicians, surgeons, and officers at home and abroad; by the large proportion of its young men now serving in camp, on the sea, and in France. There are approximately five hundred of these young men.

Washington University is a member of the *American University Union* in Europe.

The class of 1892 this summer started an Alumni Fund, with a gift to the University of a thousand dollars, in honor of the class's twenty-fifth anniversary. It is hoped that this will prove a nucleus for a large fund since its income is to be used as the Corporation desires, to meet unforeseen expenses.

The undergraduate student-body last May petitioned the Corporation to establish a compulsory single tax system whereby an extra fee of six dollars would be collected from each student by the University, the sum thus collected to be divided among all the student-activities for their support and maintenance. This system goes into effect this fall for a two-year probationary period, and if again voted on favorably at the end of that time may be permanently established.

This fall the University will for the first time be co-educational throughout all its departments. Women have received degrees from all departments except the Schools of Engineering and of Medicine, two women architects, three lawyers and one dentist having graduated this last June.

Twenty-one new scholarships and fellowships for women are now being used for the first time. Fifty thousand dollars was left the University by Jessie R. Barr, the income to be used for fifteen undergraduate scholarships to be awarded to St. Louis women exclusively, and also for six graduate fellowships.

A magazine is being published by the Women's Council, which will give a brief resumé of the year's events at the University; this will be sent to every Washington man in the service, nearly 500 of them all together, counting alumni and faculty as well as undergraduates.

Wellesley College.

The corner-stone of the Liberal Arts building was laid August 12th. President Pendleton laid the stone in its bed of mortar with impressive words which voiced the deep feeling of all Wellesley women on the significance of the occasion. The stone was half of the original corner-stone of old College Hall laid by Mr. and Mrs. Durant in August, 1871, and bore the two dates, 1871-1918. The building will probably be completed for September, 1919.

Wellesley's Commencement was simplified as were all College exercises this year. There were few rich gifts to report, except the richness of sacrifice and patriotism which the College eagerly expresses. Professor Palmer gave most generously a rare collection of Tennyson and Browning, early editions, supplementing his earlier gift of first editions of Browning's works given in memory of Alice Freeman Palmer. Mr. Galen Stone, a trustee of Wellesley, gave a manuscript copy of *Aurora Leigh*. All these rare gifts are kept in the treasury room of the College for special use by students doing advanced investigation in literature.

The Wellesley farm of twenty acres has flourished under the care of squads of workers, thirteen serving a month at a time in the field and three in the house. Products have poured in to the busy workers, drying and salting in the barn.

The Wellesley Training Camp for Unit Leaders for the Woman's Land Army of America—a normal course and experiment station—though organized in June and not begun till August first has been most successful, if one may judge by enthusiasm. The camp opened with twenty-four women enrolled from California to the Eastern Coast, Miss Edith Diehl of New York in charge and many experts to help. The first two weeks were spent in pitching the camp with due regard to all sanitary conditions. Every member has done her part in carpentry, laying of water pipes, and every part of the construction. They will make their observations on our own farm unit; go out to other farms to work, and will study methods at Massachusetts Agricultural College for a week. New students arrive from time to time hearing the favorable reports of those already engaged in this new work.

Wells College.

The Alumnae of Wells College are supporting a Y. W. C. A. secretary in France. Miss Florence Risley, M. A., (Wellesley) instructor in the Department of English, received the appointment through the National Committee and is now in France.

During Commencement week at a conference on war work, presided over by Mrs. Frances Folsom Cleveland Preston, Wells 1885, assisted by Mrs. Louis F. Slade, Chairman Women's Overseas Section Y. M. C. A., it was decided to send a unit of ten members to do canteen work in France under the Y. M. C. A. The necessary \$10,000 was pledged and a call for volunteers issued. Since that time two full units have been completed and the third started.

Members of the undergraduate body worked on the College Farm during the summer months. One of the college houses was kept open and different groups of students succeeded each other.

Before I cease to be Vocational Guidance chairman for the Denver Branch I wish to send you a hearty shout of gratitude for the *Journal*. It has been a constant source of inspiration and information to me this

year in my work. Without it many sad mistakes would have happened. If all seekers along the paths of Vocational Guidance could have our Journal they would find it a guiding light.—Elspeth M. Rattle, Denver Branch.

I advocate the *Journal* becoming a quarterly instead of a monthly magazine.—Sarah U. Dean, New York.

It seems to me the *Journal* might well be discontinued in its present form, since it is evident it is neither needed nor desired.—Alice Robertson, Seattle, Washington.

Although a very young alumna I do not want to miss a single copy of the *Journal*.—Helen Scott, Shondon, Ohio.

Certainly there should be a *Journal* of the Collegiate Alumnae. The *Journal* with its news of the branches and its news of student activities in the colleges is so valuable that it makes the A. C. A. seem worth joining for that alone. Whether I am in the future within reach of a branch or not, I shall always want the *Journal*.—Mabel Lorenz Ives, Philadelphia, Pa.

I should regret much to have the *Journal* fail for want of support. It is an admirable publication, and I am glad to subscribe and to pay the small tax. I wish there were something else within my range.—Mrs. T. H. Fowler, Holyoke, Mass.

The *Journal* is growing ever more interesting and is a magazine no progressive woman can afford to do without. The article in the May number upon occupations of women and their average earnings was very illuminating.—Mabel H. Schell, Associate Professor of Romance Languages, University of Idaho.

It seems to me that there is a place for such a journal as that of the A. C. A. has been under Mrs. Martin's leadership and I trust it may be continued—at least if the Association is to be more than a name.—Louise McDanell Browne, Brooklyn, N. Y.

Why doesn't the *Journal* go back to the Quarterly? I for one enjoyed reading it when it didn't come so often, which doesn't sound very flattering, but lack of time does make it hard to keep up one's reading of magazines and there is so much to read nowadays.—Sarah G. Spaulding, Manoa, Col.

I consider the *Journal* invaluable and regard the possibility of its discontinuance as a real calamity.—Elsie Hoyt, Clearwater, Florida.

CONFERENCE OF BUREAUS OF OCCUPATIONS

The Fall Conference of the National Committee of the Bureaus of Occupations will be held in Boston on the evening of Friday, October 25th and continue with sessions through Saturday. The Friday evening meeting will be a business meeting, continued through Saturday forenoon. Beside the routine matters, there will be an exhibit of office methods with questions and discussion, and reports and discussion on the Bureaus and the Federal situation. Miss Adams of the U. S. Employment Service is to be present and to give valuable information. The morning session will be

followed by a luncheon with speaking and a most interesting program is promised. The Saturday evening meeting will be an open one in charge of the Boston Bureau and emphasizing lines of local work.

The Conference is sure to furnish both information and inspiration and a large attendance is expected.

COUNTY SCHOOL SUPERINTENDENTS ALL WOMEN IN MONTANA

Montana still maintains the distinction, enjoyed for the past two years, of being the only state in the Union where county superintendents of schools are all women.

Dr. Walter E. Clark, head of the Department of Political Science of the College of the City of New York, has been elected president of the University of Nevada, taking office January 1. He is a graduate of Ohio, Wesleyan and Columbia Universities and was for some years a resident of Greenwich House in New York City.

Under an appropriation by the last legislature, California has created the office of state director of physical education which is, practically speaking, a state superintendent of playgrounds. It is understood that Clark Hetherington of Wisconsin has been tendered the appointment and has accepted it.

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NEWS NOTES

FROM THE

BUREAUS OF OCCUPATIONS

VOL. IV

OCTOBER 1918

No. 7

APPOINTMENT BUREAU

264 Boylston Street, Boston, Mass.

FLORENCE JACKSON, DIRECTOR

Europe may have temporarily disappeared, but the United States has been awakening to national consciousness. Are not all of us increasingly willing to play the part assigned to us by higher authorities? The Appointment Bureau has found the summer of 1918 much calmer than that of last year. The organization of the Women's Employment Department in Washington and the appointment of Dr. Elizabeth Adams as Chief of the Collegiate Section have cleared away many clouds and we can see more clearly how to proceed. The farms run by the various colleges, the units placed by the Women's Land Army, and the increased number of summer courses have lessened our registration for summer work. Our time, however, has been fully occupied in trying to find candidates for the positions sent by Miss Adams, or coming from individuals who are connected with war activities. We have noticed particularly many calls for chemists, for young college graduates to train as time study clerks, for a few women trained in civil engineering and for those who wish to do actuarial work.

The Appointment Bureau undoubtedly shares with other bureaus a strong interest in the growing activities of the Federal Employment Service and a desire to cooperate as far as possible.

The Bureau is very glad that the next meeting of the National Committee is to be in Boston and extends a very hearty welcome to delegates.

BUREAU OF OCCUPATIONS FOR TRAINED WOMEN

108 City Hall, Cleveland, Ohio

LUCY M. PARK, PLACEMENT SECRETARY

It is too soon yet to speak definitely in regard to the status of the Cleveland Bureau under the recently adopted Federal Employment Service plan. However, all indications point to the probable taking over of the placement part of the work under the Federal Government. We hope that there will be no objection on the part of the State authorities to the continuation of the educational and vocational work under the direction of the Girls' Bureau. This is absolutely essential, since the Ohio budget, as it applies to the division for professional women, does not grant sufficient allowance to take care of both placement and educational work.

We are particularly fortunate in having Miss Edith Campbell as Ohio State director of the Women's Division. Miss Campbell is interested in the Collegiate Section both as a Federal Department and locally as it applies to Ohio. Her time at present is divided between the Employment Service and the Ordnance Department in which she

is state director of employment for women.

The Cleveland Bureau has, of course, been called upon to assist in making recommendations for positions in the Employment Service for Ohio. This has brought to our attention, even more forcibly than any previous call, how few women are available for placement work who have had any training or experience.

The Ohio Branch Council of National Defense is publishing a pamphlet on special opportunities for professional training with particular reference to Ohio. While only a limited number of war emergency courses are given within the State, our part in getting out the information has been most interesting. The two most valuable courses which Cleveland has offered this summer are the preparatory course in Industrial Service work, under government direction, and the Case School course in mechanical drafting. The former is intended to take the place, in the case of women with executive experience of some description, of the three years' industrial experience required by the Boston, New York and Rochester courses in Employment Management. The Case School course in drafting, extending over a period of twelve weeks, will go far towards making up the definitely felt shortage of women available for the work in and near Cleveland. We have succeeded in filling a number of positions in drafting rooms but have had great difficulty in obtaining applicants and have still a number of unfilled calls.

It has been found necessary, by several large typewriter companies whose entire output has been taken over by the Government, to close their local sales' offices. This has resulted in the closing of their Employment Departments, which in many cases have done very efficient work. It has had the decided effect of increasing our work and obligation in regard to filling

stenographic positions. We are naturally anxious that their work should be handled by the Federal Bureau with as little loss of time as possible.

A recent visit to Akron and a brief investigation of opportunities for college women in the rubber factories was distinctly encouraging. Young women without any business experience are being employed to a considerable extent in both factory and office. The salaries offered are uniformly good and, except for the fact that really good living accommodations are rather difficult to find, Akron offers somewhat exceptional opportunities for college graduates.

Placement for July and August has been less busy than for May and June, during which months a comparatively large number of calls were received and filled. However, the assistance we have given in recruiting for the Women's Land Army and for summer work in industrial plants has kept us as busy as usual.

CHICAGO COLLEGIATE BUREAU OF OCCUPATIONS

HELEN M. BENNETT, MANAGER

Summer always stresses in a very rewarding way the advisory and more purely vocational side of our work. A busy day of answering questions which range from "Where can I take a course in rehabilitation work for returned soldiers?" to "What can a teacher of German do?" and "Is a knowledge of stenography necessary for any kind of a position?" and of trying to fit the erswhile mother, the fresh young bride and the college instructor into new niches makes the office force feel that this is a very vital part of the Bureau. The secretary of a well known specialist calls up and wants to know if we will not see a young girl who has no family ties, no

special training and who needs helpful surroundings in her work. We find an opening for the girl where the employment head will keep a watchful eye over her and she will learn something definite as well as earn her living. A woman comes in to look over the copy of the child labor law. A dean of women wants to get away from the academic field and is not sure how to proceed. A successful teacher wants to get into journalism and is ready to break her contract immediately, but is convinced that with no proof of her talent for writing she should return to her position and try her hand out on the side. A college girl who has been in a business position for two months comes to see if we cannot place her where her college education will count and where there is a personal interest in the employees.

One of the real problems of the summer is the teacher who wants to try out "business," and decide in two or three months if that is her chosen field. She is sure that she wishes to give up teaching, that she is willing to make some financial sacrifice, but she usually finds that so short a time does not bring out the possibilities in the position, that she cannot command the salary she does as a teacher, and that her past experience and training do not count for as much as she could wish. So she goes back to teaching in the fall, and leaves the employer pessimistic about the potentialities of the teaching profession in any other line of work than its own.

We have placed candidates as vocational workers, recreational director of a public utilities organization, head of a social center, case workers, managing housekeeper and household science directors in settlements, organizers for Y. W. C. A. war work, supervisor of girls in a munition plant, efficiency expert to travel and collect efficiency data all over the country, supervisor of girls

in a mail order house, employment assistant in a public utilities organization, statistician, insurance map assistants, relay tester, copy writers, reporters and publicity directors, commercial artist and tracer, laboratory technician and food and textile chemists.

COLLEGIATE VOCATIONAL BUREAU OF PITTSBURGH

Fifth Floor, Bessemer Building,
Pittsburgh

ESTHER M. SMITH, DIRECTOR

The summer of 1918 has been the most remarkable period of the three years of the Bureau's existence. The organizing of the United States Employment Service for the Pittsburgh district has been occupying the entire thought and time of the Department of Women in Industry of the Council of National Defense, with which the director of the Bureau has been associated since February. Using the Department of Women in Industry as a nucleus about which to build the new service, all Employment Bureaus which are non-commercial will be co-ordinated. The plans for the Pittsburgh office have been submitted to Washington and will in all probability be approved before the end of August, when the office is to open. Mrs. Franklin P. Iams, Chairman of the Department of Women in Industry will be in charge of the Pittsburgh district office with Miss Smith the Associate Examiner in charge. Miss Smith will still keep her connection with the professional section under the auspices of the Collegiate Vocational Bureau.

The plans for the United States Employment Service include besides the Professional Section, the Industrial section, the General Business and store

section, Institutional and Domestic section. The staff of the office will include fifteen at the beginning, as the staffs of all co-ordinating agencies are being taken over, as well as additional examiners and clerks.

Beginning with the first of July, a second worker was added to the office to tide over the vacation of the director and to be ready for the increased work in the Fall. As the last few weeks have taken all of the Director's time, it has been very fortunate that Miss Morsing had the assistance of Miss Yost, as the work has kept on as usual. The number of placements have averaged about thirty a month for the summer and included the usual variety of openings, as follows:

Office executive for Signal Corps of the United States Army, with executive ability, years of experience and knowledge of stenography; office executive for the production department of a manufacturing plant, with knowledge of stenography; office executive with a knowledge of chemistry and business to take charge of the chief chemist's office at a chemical laboratory; a dean of women for a college and also an assistant registrar; cafeteria directors; Y. W. C. A. secretaries; instructor of cooks at a government plant; pharmacists; child welfare organizer; drafts-women; employment clerk; investigator for a telephone company; parole officer for a large social organization, social workers for the Juvenile Court.

In the next number of the *News Notes*, we shall hope to give an account of the opening of the central office of employment in Pittsburgh under the name of the United States Employment Service.

There is no scarcity of opportunity for work in these exciting times for the girl or woman who really wants to work and is qualified to do so. The lack is one of trained qualified workers. Where to find secretaries and stenographers for the scores of good positions, where to find the promising young chemists and physicists, and where the recreational leaders and office executives with the ideal personality, these have, almost over night, come to be our pressing problems, rather than where to find the position for the girl who is ready to take it. The able candidate is offered such a wealth of good positions that her embarrassment is one of choice. It happens all too frequently, now-a-days, that a girl will call to register, will consume from ten minutes to a half hour of the interviewing secretary's time asking all manner of questions about the positions open, and will then decide not to register because three or four or six positions had been offered to her before she called and she had practically already made her decision as to which she would take. Shopping in "jobs" has deteriorated into bargain hunting on the part of many young women and the result is a certain demoralization and restlessness in the ranks of working women.

The Bureau has recently registered several administrative positions in organizations paying \$3000 and \$4000 a year. There have been many interesting opportunities for women in industrial establishments of all types, for women who will take positions in the shop with the idea of working into supervisory positions, for women already trained for executive work in factories, especially in the employment and personnel departments, occasionally also for cafeteria managers in factories. There are not enough well qualified women for the important positions that are opening to them in industry.

INTERCOLLEGIATE BUREAU OF OCCUPATIONS

19 West 44th Street, New York City
EMMA F. BIRTH, MANAGER

In cooperation with the Clearing House for War Time Training for Women of the Council of Organizations for War Service the Intercollegiate Bureau has just completed a survey of opportunities for War Time Training for Women in New York City during the seasons of 1918-1919. The bulletin, containing the results of this study, is being distributed at twenty-five cents a copy. It contains a complete list of all the training courses and a statement of the needs for trained women in each field of work.

**ST. PAUL VOCATIONAL BUREAU
FOR TRAINED WOMEN**

1015 Commerce Building

CLEORA WHEELER, DIRECTOR

The three months which have marked the beginning of our work have passed very quickly. On July first two new workers were added to the staff, Miss Louise Iles and Miss Erin McMechan. Miss Iles is a graduate of Carleton college, with graduate study at Radcliffe and the University of Wisconsin, and comes to us from the position of director in the vocational department of the Minneapolis Central High School. Miss McMechan is a Smith graduate, with advanced study at the University of Chicago, library training and settlement work.

With the help of these two, the Bureau has been able to make a unique record. Minneapolis, the home of the Dunwoody Institute and of Mr. Prosser, now the head of the Federal Vocational Board, is supposed to be one of the foremost cities in the country in its record of vocational interest. We believe that we have discovered the double of Minneapolis, for in the three months since our opening, from May 8th to August 8th, we have registered 433 women, by some strange coincidence

exactly the same number as the Minneapolis Bureau registered in its first three months of existence, from November 1st, 1917, to February 1st, 1918.

In placements we have made the same percentage record: 50 per cent of all employers' calls filled. In addition to this we have assisted the state in its survey of Women in Industry during the summer, the College Club taking a section of 25 square blocks in the center of the city and reporting on all women employed in this section. The work has been done by many teams of two each, all teams reporting back to the Vocational Bureau. We have also reported all city hospitals, and the capital.

Furthermore our chairman has acted as recruiting officer for the Student Nurses' Reserve, and the office of the Bureau has been used as the headquarters for the recent two-weeks campaign carried on by the Council of National Defense and the Surgeon General's office, approximately 150 student nurses being enrolled.

While acting as adjutant for the Collegiate Section of the Women's Division of the U. S. Employment Service during the past three months, it has been a pleasure to correspond with Miss Julia Newton Brooks, and now it is an added pleasure to be able to correspond with our own Miss Elizabeth Kemper Adams in the same office. Greetings to them and to all the Bureaus.

**WOMAN'S OCCUPATIONAL BU-
REAU**

827 Andrus Building, Minneapolis

MERLE HIGLEY, MANAGER

During August, the following activities have been developed by our service: Individual vocational guidance interviews, collection of information in regard to war emergency

training courses and vocational courses for women for a bulletin to be published in September, continuation of the industrial survey of women employed outside the home, and the publication of a Directory of Information on War Work for Women.

This Directory lists all committees of the state and local Council of Defense; the Division and local chapters of the Red Cross; local agencies giving training to volunteers; war emergency training courses for women; and local and national headquarters for information for overseas service, nursing, civilian relief, and employment. A thousand copies each will be used by the Red Cross and Council of Defense for distribution throughout the state and at the information booths at the state fair. Other agencies, educational, social and civic, are purchasing copies for the information of their workers. These folders are sold at the rate of six dollars a thousand.

Much interesting and valuable data is being collected in the industrial survey on local opportunities and wages for trained and professional women. Twenty-seven hundred one firm schedules are on file, representing the employment of over 20,000 women. Replacement of men by women is continually going on in commercial and industrial lines. We expect to publish occupational directions describing new and unusual kinds of work opening up for women. The survey will be used as a basis for Americanization programs of the Council of Defense and public schools, for planning housing and recreation work of various organizations interested in employed women.

The supervision of volunteer work-

ers on this survey represents the first step in one of the permanent functions of the Vocational Information Service, that of training qualified workers in industrial investigation, statistics and survey work. Seven bulletins were published for the direction of workers and more than 75 conferences, individual and group, were held for their instruction in survey method and individual questions of investigators. Accurate check was kept of the work of each investigator and she is to be given a record of the number of schedules filed by her, time given and accuracy of work.

The State Survey, of which the local is a part, will be published by the Department of Labor and Industries of Minnesota.

The Woman's Occupational Bureau, now authorized to call itself "Woman's Occupational Bureau, co-operating with the U. S. Employment Service," still maintains its separate organization under a private board of directors. This organization, relieved of its placement activities, is now devoting itself exclusively to vocational information service. Miss Merle Higley, formerly Vocational Assistant in the public schools, has been appointed Director of the service.

KANSAS CITY BUREAU

Mrs. W. E. Cramer, Manager

The Collegiate Alumnae Bureau of Occupation which now forms the College Section of the U. S. Employment Service, 804 Grand Avenue, Kansas City, Missouri, has had an exceedingly strenuous summer. Many school teachers are leaving the profession and many more are trying to. It is not just certain whether the general unrest which pervades every

profession is to be blamed for this condition or the school teachers themselves. Neither is it certain whether this restlessness on the part of the teaching profession will work to the advantage of that profession.

The Government has sent out many interesting calls during the summer months, among them being calls for metallurgists, research chemists, bacteriologists, pathologists, administrative secretaries, dietitians, social directors, etc. This office has been able to send many tremendously interesting applications of women trained to do various types of work. Some of the most interesting types are draughtsmen, labor statistician, Bacteriologists, secret service, and health officers.

The Y. W. C. A. Employment Ser-

vice has been taken over by this office and we now have a Y. W. C. A. section. We are sure that this will work for the good of the Employment Service and that the future will justify us in this regard.

Our new Chief of the Collegiate Section, Miss Elizabeth K. Adams, has been a source of tremendous inspiration to us in these strenuous days.

The manager was sent to Denver by the U. S. Government to see about taking over the Collegiate Bureau of Occupations and upon her recommendations, the Bureau at that point now forms the Collegiate Section of the U. S. Employment Service. As there is no women's division in Denver, the future looks exceedingly bright as it will have the right start.

WHAT SOME OF OUR READERS THINK

May I tell you how much I like the *Journal*? Not only does it contain just the information that we members want, but also it is becoming a magazine of scholarly articles which any educated person will enjoy.—Mrs. Clyde B. Cooper, Chicago branch, A. C. A.

May I tell you how *much* I enjoy the *Journal*. It alone seems to me sufficient reason for membership in the A. C. A.—Grace G. Denny, Seattle branch, A. C. A.

I wish to tell you how much I have enjoyed and *used* the *Journal*. It has been so alert, wide-awake, progressive and full of information. It has been most valuable to me.—Mina Kerr, dean of Milwaukee-Downer.

I certainly enjoy the *Journal* and read it eagerly each month for its good articles and to know what other clubs and branches are doing.—Mrs. E. C. Dean, Scranton, Pa.

The *Journal* is increasingly suggestive and stimulating.—Irene T. Myers, dean, Occidental College, Calif.

I have followed the achievements of the A. C. A. with keen interest and a few weeks ago took advantage of the opportunity offered members of our club to subscribe to your splendid *Journal*.—May Hurd Skinner, head of Victoria College Women's Union, University of Toronto.

Prof. Willystine Goodsell complains that she has missed a number of her *Journal*—the very thing she particularly wishes for her class work

in women's education.—Margaret E. Maltby, Professor of Physics, Barnard College.

May I take this opportunity to again express my joy over the *A. C. A. Journal*. Each month it seems to grow better and more worth while. I feel like writing you both a letter of congratulation each month.—Vida Hunt Francis, former General Secretary.

May I congratulate on the fine progress of the *Journal* and its good articles. Carrie Louise Denise dean of Grinnell College.

I think the library of every Southern college for women should include the *Journal* among its subscriptions, and I believe that it only needs an appeal to the interest of library committees to have this brought about I should certainly miss reading the *Journal* each month.—Penelope McDuffie, Chairman Press Committee, S. A. C. W.

The New Frenchwoman

Nothing it is safe to say since the war broke out has so astonished Frenchwomen as the discovery that they find life quite full and interesting without men. At the beginning all their faculties were put to so severe a strain that they had no time to miss them; as France settled down to a state of war, and life was in a sense normal again, it was only at first they missed the men—quite aside from their natural anxieties. But as time went on and there was no man always coming in, no man to dress for, scheme for, exercise their imaginations to please, weep for when he failed to come, they missed him less and less. Unexpected resources were developed. Their work, their many works, grew more and more absorbing. Gradually they realized that they were looking at life from an entirely different point of view. Never again will they be content to live without some vital personal interest outside the family. They have tasted independence and like it too well ever to drop back again into insignificance.

GERTRUDE ATHERTON in "*The Living Present*."

American Efficiency

The *Vaterland*, one of the German interned ships and the largest ship afloat, is now in the United States service renamed the *Leviathan*. Americans are able to operate this ship at a higher rate of speed than the Germans were able to do and this with 200 tons of coal less a day. The *Leviathan* has one American captain in place of five German captains of the *Vaterland*, and one American chief engineer instead of a chief engineer and five assistants that German efficiency required.

REPORTS OF COMMITTEES

A. C. A. COUNCIL MEETING, CHICAGO, APRIL 12-13, 1918

COMMITTEE ON FELLOWSHIPS

The changes brought about by the war are having a marked effect upon graduate study in universities everywhere, and there is necessarily restriction in the amount and character of the work offered to graduate students. Further, the administrative, industrial, business and scientific positions now seeking women offer monetary returns that would inevitably lure many away from the purely academic work, even if there were no patriotic motives actuating them to put all their powers at the disposal of the Government at this critical time. The need for educated women in so many fields for increasing the national efficiency in war and for reconstruction in war-devastated countries would make us ashamed if the number of applicants for our fellowships did not materially diminish. Some of the applications come from women whose obvious duty it is to finish the graduate work upon which they entered a few years ago, and whose contribution to their country's service will be greater by reason of this final year of training. Perhaps more of the applications are from women in academic fields offering less opportunity for practical war service, aside from the patriotic obligation to keep our teachers' and educational standards high in war time.

In spite of all the deterring factors there were thirteen applications. Of these three already hold the doctor of philosophy degree. The distribution of subjects is as follows: history of art, 1; biology, 1; chemistry, 1; classics, 4; English, 2; history, 1; home economics, 1; medicine, 1; sociology, 1.

Alice Freeman Palmer Memorial Fellowship

This fellowship the Committee was pleased to award to Miss Bertha Haven Putman, Ph. D., Fellow of the Royal Historical Society of London, Associate Professor of History of Mount Holyoke College, who held this same fellowship in 1912-13. To give Dr. Putnam's account of her plans, "As fellow in 1912-13 I examined in London the manuscript material on the labour laws for the last half of the fourteenth and for most of the fifteenth centuries and collected a great deal of evidence. In 1359 the justices of the peace were made responsible for the enforcement of these laws, and since previous to my earlier researches it had been held that no records of the justices of the peace existed for any period before the sixteenth century, there has been very little accurate information as to any portion of their activities. It seemed necessary, therefore, to study their work in general before turning to their specific duties in relation to the labour legislation. In addition to the records that I had discovered previously for the decade 1349-59, I succeeded in finding for the years 1360-1485 about fifty rolls of Quarter Session records, some of them exceedingly voluminous, most of which had been concealed by erroneous classification in the Public Record Office."

Among these discoveries was "a manuscript collection of writs and precedents for the use of justices of the peace, wrongly classified and

wrongly dated, but which from internal evidence can be dated as compiled in about 1422, nearly a whole century earlier than the first printed treatise on the justices of the peace of 1510." Professor Vinogradoff asked her to let him have for his "Oxford Studies in Social and Legal History" the volume she proposes to prepare with this manuscript and an introduction that should serve as a guide to the existing manuscript material on the justices of the peace.

She writes: "Since my return in the autumn of 1913 I have worked in the winter as much as possible and each summer in Cambridge at the library of Harvard University and more especially at the famous Dunn collection of early printed law books in the library of the Harvard Law School. By a study of printed catalogues of English manuscript collections I was fortunate enough to discover that there existed in the library of Cambridge University, England, two copies of a course of law lectures or "readings on the peace, delivered in 1503, by Thomas Marrowe to the students of the Inner Temple." Marrowe's manuscript is quoted voluminously by the writers of the famous sixteenth century treatises on the justices of the peace and in this way material from his "readings" has been incorporated into the later standard treatises of the seventeenth and eighteenth centuries but without any reference to his name so that he himself has been very nearly forgotten and his manuscripts have remained undiscovered. I have had rotographs made of the two manuscripts and have now completed my first draft of the text. . . . I shall plan to work at the Public Record Office and at the British Museum, in Oxford at the Bodleian and in Cambridge at the University Library; also in Coventry and Worcester. I shall hope surely to leave my volume in Professor Vinogradoff's hands ready for the press before my return. As soon as it is completed I want to go back to my original subject—a specific study of the labour legislation from 1359-1485."

It is certainly an honor to the Association to have a second time as our Fellow one who is capable of making such important contributions, and who has won deserved distinction among scholars in her field.

It is probable that upon the recommendation of the English government officials who know the importance of Dr. Putnam's mission to English libraries, the State Department will grant the necessary passport. It has intimated as much. It retains its right to reverse its decision, if war conditions no longer make it wise for Dr. Putnam to go over. Then, of course, the fellowship will be available at a later time, when happily we may again devote ourselves to peaceful pursuits.

The Association of Collegiate Alumnae Fellowship

The Committee awarded the A. C. A. European Fellowship to Sister Mary Loyola Hayde, who has nearly completed the work for her doctor's degree at the University of Chicago in the Department of English. She is a bachelor of philosophy of the University of Chicago (1915) with honors for excellence in general scholarship and election to Phi Beta Kappa; master of arts, in the Department of English (1917). She is now teaching at St. Xavier College, Chicago, and carrying on her studies at the University, having completed nearly three years of graduate work. Her research subject is "The Source of the Trope." For the more complete solution of

her problem she wishes to consult the unedited Greek and Mosarabic manuscripts, which are chiefly in the monastic libraries of Europe, and to secure access to unprinted material which exists in England, France, Italy, Germany, and especially in Spain. Her admirable linguistic preparation and training in critical literary work would enable her to use to the best advantage all the manuscript material she might find.

Her interest in ecclesiastical history led her to focus her attention upon it and the liturgical forms out of which the Medieval drama is supposed to have originated. She has examined everything that has been written on this subject and believes that the views of certain experts on the origins are open to question. One professor writes: "In this she seems to be supported by documents recently published in the *Analecta Hymnica* and it seems probable that she will make an important contribution to this subject if she is provided with means for pursuing her studies in the manuscript collections of Europe. Her work has attracted the attention of eminent officials of her church in this Diocese and she could carry to Europe letters of introduction which would secure her ready admission to collections of materials which would be accessible only with difficulty to others." Her professors pronounce their opinion that "she will produce a sound and authentic contribution to our knowledge of the Medieval liturgical literature which furnished the foundation for the Medieval drama."

The Committee has realized that there might be some criticism in giving a fellowship to one whose work must necessarily be given to education in some one religious organization, and the question might arise whether she would be given the opportunity to make use of her higher training. The Committee, however, feels that the effort of the Roman Catholic Church to give its teachers opportunities for advanced work and training is one that should be encouraged in every way, and in this particular case there seems to be no unusual limitations placed upon her in regard to teaching within her own church. We hope the Association will judge the award on the scholarly work done by the applicant and the promise of a contribution to the early history of the Medieval drama.

The Latin-American Fellowship

The Committee has made no special effort to secure applications from several Latin-American women for this fellowship this year, for we were so convinced of the success and promise of the present holder, Miss Virginia P. Alvarez, that we favored awarding her the fellowship a second year that she might complete her medical course at the Women's Medical College of Philadelphia.

Miss Alvarez came to this country well prepared in chemistry and physiological chemistry and for her medical studies in general. Her success at the Medical College has been attested by all of her professors, who seem to regard her as a brilliant and enthusiastic worker, worthy of the confidence of our Association.

It may be interesting to know that Dr. B. L. Wright, Medical Inspector of the U. S. Navy, recommended her strongly. He writes: "She and her preceptor became interested in some publications of mine in various medical journals in which through the principals of physiological chemistry I had developed successfully the chemo-therapy of certain diseases. My acquaint-

tance with Miss Alvarez dates from her correspondence with me relative to this subject. From her letters I was struck by her earnestness of purpose and her wide knowledge of the subject. My first impressions of her ability have been greatly strengthened by personal contact. She has a brilliant mind, capable of great things and great sacrifices, one who will reflect credit and honor upon the profession of medicine and upon any fellowship granted her."

Before Miss Alvarez finishes her training she may have time to complete an investigation on the pharmacological influence of mercury succinimid on certain chronic colitis among inhabitants of tropical countries. The memoir, when completed, will probably be sent to the Academy of Medicine of Venezuela. Upon her return she plans to specialize in children's diseases, for infant mortality is sadly high there. It is an Honor for our Association to help so promising a woman to prepare herself for this service to her country.

As you will learn from Mrs. Howe's report, her Committee is making every effort to have information in regard to this fellowship sent to the institutions of South America and to officials who would be particularly interested in securing applicants for this fellowship. It seems to the chairman of this Committee that it would be a wise policy to find a very promising candidate from one of the Latin-American countries and allow her to hold the fellowship for more than a year, as it takes a little time to acquire familiarity with our methods of work and language. The second year is very much more profitable than the first and it seems wiser to prepare one person more thoroughly for her work than to give only a limited amount of assistance and inadequate preparation to perhaps two or three.

Julia C. G. Piatt Memorial Fellowship

The A. C. A. is again fortunate in being made the custodian of funds for the establishment of a memorial fellowship. The Julia C. G. Piatt Memorial Fellowship, to be awarded to one making teaching her profession, is to alternate with the Anna C. Brackett Memorial Fellowship, thus allowing us to award every year a fellowship of \$640.00 for a year's study to one who has proved her ability in the teaching profession. Our first award of this fellowship was made to Miss Elizabeth McJ. Tyng, a teacher in the Classics Department of the Packer Collegiate Institution of Brooklyn. Miss Tyng declined to accept the fellowship for financial reasons. She had applied for the Alice Freeman Palmer Fellowship. The Committee held that she was not eligible for that since she has not taken her Ph. D. degree and it did not regard her work as the equivalent of that.

Therefore the fellowship was awarded to Miss Mary L. Richardson, Assistant Professor in the Department of Latin, Smith College. She holds the degree of A. B. from Smith College and A. M. from Radcliffe, and studied at the American School at Rome, 1911-12. She will probably be able to complete the course requirement for the doctor's degree and get her dissertation pretty well under way next year.

Miss Richardson has won a reputation for thorough scholarship and success and influence as a teacher, and it is a pleasure to be able to assist her in completing her work for her degree.

Report on Last Year's Fellows

Dr. Phyllis Ackerman, our *A. C. A. Fellow*, spent the first part of the year at Columbia University in a few graduate courses and carried on some independent philosophical investigations.

She has been attending Professor Hoernle's seminar on the Concept of Mind at Harvard University and is finishing the series of essays on Pragmatism which she hopes to publish either in periodicals or in book form. One of these essays has already been published in the *Journal of Philosophy, Psychology and Scientific Method*. She has also continued some of her work on aesthetics, having published two articles on tapestry, one in the March issue of the *International Studio* and one in the April number of *Art in America*. Two other articles on art subjects will probably appear within a month or two.

The Alice Freeman Palmer Fellowship awarded by Wellesley College is given to Miss Ackerman for next year, so that she hopes to continue her independent work in philosophy or aesthetics.

The *Anna C. Brackett Fellow*, Miss Elizabeth Herrmann, has carried out her plan to study at Radcliffe. She has had a very satisfactory year thus far with seminars and advanced courses and has started her dissertation for her doctor's degree. She has decided to give up the profession of teaching because of her engagement this year. She will, of course, complete the year's work but will not be able to finish the work of her doctor's degree before her marriage. Under the circumstances she suggested that she should surrender a part, or all, of the stipend, if we thought wise, since it is a fellowship designed primarily for professional training.

After consultation with Mrs. Frederick Lee, a member of the Anna C. Brackett Association (an organization now disbanded, I understand), and learning that any arrangement that our Association considered equitable in this case would meet with their approval, your Committee approved of accepting Miss Herrmann's offer of half of the Anna C. Brackett stipend of \$320.00. I favored adding this to the stipend of the Julia C. G. Piatt Memorial Fellow (\$320.00) if there was no other way of increasing that, on the ground that the teaching profession would derive the greater benefit thereby. This opinion of the Committee is based upon the avowed purpose of the Anna C. Brackett Fellowship, viz., to promote the efficiency of a teacher whose success is established. The fact of Miss Herrmann's success as a teacher is unquestioned, but she contemplates leaving the profession at the end of this year so she hardly fulfills the aims of the Fellowship. Necessarily we run this risk in granting fellowships to women since they ordinarily give up their professions upon marriage. It is obviously most unwise and unpatriotic to penalize our educated and promising women for taking this step. But, on the other hand, acting as custodians of funds given for the specific purpose of assisting women free to enter professions, we accept the implied obligation to give the fellowships to women who will use them for the expressed purpose.

The *Boston Alumnae Fellow* reports to the Boston Alumnae Clubs and Boston Branch offering the fellowship, so I have no information regarding her.

The *Social Service Fellowship* offered by the Gamma Phi Beta Sorority

was awarded to Miss Neterer. She has been doing exceptionally good work in the Carola Woerishoffer Graduate Department of Social Economy and Social Research of Bryn Mawr College, and we understand that she has made a very good impression upon everybody. As one expressed it: "You would be glad to have awarded her the fellowship could you see what good use she has made of it."

Miss Hilda Hempl, who was our Fellow year before last, has given a very interesting account of the work for which she has had unusual opportunities both in the Algiers and Paris Pasteur Institutes. She is most enthusiastic about the opportunities for the study of bacteriology which the normal and abnormal war conditions brought her, and moreover the stirring events she witnessed while abroad gave her an experience many of us would gladly have had. She is now working in the Hooper Research Foundation, which is connected with the University of California, where she expects to win her Ph. D. degree this spring. She sent a reprint of a scientific paper published in collaboration with Dr. Etienne Sergent on a bacteriological problem.

Dr. Louise Fargo Brown our Fellow for 1914-1915, has been using the fellowship this year in preparation of a book on the "Freedom of the Seas." She is coöperating with Miss Frances G. Davenport of the Bureau of Historical Research of the Carnegie Institution in this work. In preparing a collection of treaties Miss Davenport had collected material on the freedom of the seas down to 1713. Miss Brown is completing this down to the present time. They wish to publish a book in which they will show from original sources "the development of the idea of the freedom of the seas, its changes in meaning, the part it has played in wars and treaties and international conferences, and the changing attitude of nations toward the principle." She says "it certainly seems a more suitable subject to be working at today than one with more remote connection with present problems." They hope to have the book ready for publication early next summer.

When we look back through the long line of our fellows and see the steadily increasing importance of their achievements we are convinced that our Association through its fellowships has left an indelible stamp upon the progress of the education and the ideals for professional training of women. A compilation of our statistics regarding our fellowship and fellows would be an interesting contribution to the history of education of women in our country.

Respectfully submitted,

MARGARET E. MALTHY,

Chairman.

COMMITTEE ON FOREIGN STUDENTS

The report of the Committee on Foreign Students may well begin by submitting to you the enclosed letter from Senorita Alvarez, to whom the Latin-American fellowship has been awarded for the second time. It shows not only her own quality, but certain outstanding characteristics of that portion of our field mentioned by her.

Philadelphia, March 24th, 1918.

MY DEAR MRS. HOWE,

Your most welcome letter received a few days ago. I did not answer

immediately on account of being in bed with acute tonsilitis and having besides some final examinations.

I have not words to express my deep gratitude to the Association of Collegiate Alumnae in awarding me for the second time the Latin-American Fellowship. Please be my interpreter to the committee and tell it about my feelings and obligations toward it.

In regard to the report I am sending to the Academy of Medicine of my country, it will be sent during my Easter vacation. But I shall explain to you the work that I have done.

I have observed that in persons coming from tropical countries there is apt to be much suffering from chronic intestinal autointoxications as if it were produced by organic causes of intestinal stagnation, these causes in reality not being present. Against these special pathological conditions, different pharmacological preparations, every form of dietetics, even surgical procedures have been employed without success.

After having read the works of Dr. Barton L. Wright, now at the U. S. Naval Training Camp at Pelham Bay Park, N. Y., on the extensive use he makes of mercury succinimid in different infections, I did not hesitate in using the suggested intramuscular injections in some of those cases of chronic intestinal infections which seemed hopeless and helpless.

As the above mentioned pathological condition is frequently met in my country where no efficient remedy has been found for it, I have believed that it would be of great interest to call the attention of the Academy of Medicine of my country to the results I have obtained with this remedy, in order that they may use and study it. In the Woman's Medical College I am doing now some extra work in the Laboratory of Physiology under the direction of Dr. Ruth Lathrop, Chief of the Department and Dr. Clark, the Assistant Professor. This work is in blood pressure. I have been working since January and shall finish my task in April. If good enough I shall print the results.

At the end of last year I did write two papers which were printed in my country in regard to the possibilities for women of better education here in the United States. I have to say that it is not easy to find in West Indies and other Latin American countries many women able to fulfil the high standard required by the regulations of the Association of Collegiate Alumnae.

There are few, because usually our education, though perfectly refined, is only for some kind of society life. We do not know the "professional life." We still think, especially among women that to have a profession, to do work of any kind, is shameful. There is a wide difference between the American education and the Latin American education for our sex. I do not believe I exaggerate in saying that the noble and generous call of the Association will have seldom and scattered answers, unless the actual conditions in those countries are changed.

VIRGINIA P. ALVAREZ.

In view of the fact that Senorita Alvarez learned of the Latin American fellowship through a Venezuelan newspaper, we are trying to establish a news service through the Latin American branch of the Associated Press. We hope also to reach women's organizations and to supply them with short articles on educational affairs in this country. It may also be possible to arrange for the publication of such articles.

Though the response from the countries south of us may be "seldom and scattered," as Senorita Alvarez fears, there are many indications that the United States is becoming the Mecca of women desiring education. From Spain comes the report of able and well trained women eager to study in this country; and the Gulick School, the leader in bettering the education of Spanish women, has so many personal affiliations with our Association that this desire may well have our sympathetic attention. To

come nearer home, a request has been received from The Domestic and Foreign Missionary Society of the Protestant Episcopal Church for assistance in securing a scholarship in a secondary school for a Cuban girl who hopes to go to college, or perhaps prepare for kindergarten work. Such opportunities, though, are rare. A possible arrangement might be to place this applicant in a family where she could make some return for her living expenses by work, or by affording some student the opportunity to speak Spanish, and where she could attend public schools.

But the outstanding feature of the year is the project of the Association of American Colleges to place French girls in our colleges. Such a plan may offer to our Association the opportunity to cooperate in an inspiring work. Our committee is not yet informed of the details of the plan, nor whether such cooperation would be desired by the Association of American Colleges, but it is probable that such supplementary funds as these students might need could be secured, in part at least, by our Association from its branches, from alumnae associations, and from classes as well as from individuals. The personal hospitality and friendliness upon which such an experiment must so largely depend for its full success it should be our special privilege to supply. The Committee on Foreign Students will be happy to assist in developing this work as the Association of American Colleges may desire and the Council may direct.

During the year the committee has been strengthened by securing as members Miss Ada Comstock of Smith College, Dr. Marion Parris Smith of Byrn Mawr and Miss Mary Breed, of the Margaret Morrison Carnegie School at Pittsburgh.

Respectfully submitted,

ELIZABETH M. HOWE,

Chairman.

COMMITTEE ON HOUSING

The eleven members of this committee are scattered from Massachusetts to California. The chairman has been able, by seeing them one at a time, to confer personally with all except two, but it has never been possible to hold a meeting. All work has, therefore, been carried on by correspondence, which it need hardly be pointed out, is a slow and cumbersome process.

Nevertheless, your committee has reached substantial agreement on a very detailed outline of the housing policy which is to be embodied in its report. This outline covers housing standards, restrictive and constructive housing legislation, town planning and zoning, and model housing enterprises by employers, philanthropists and governments.

The awakening of the whole country to the close connection between the housing of war workers and their out-put and between their out-put and the winning of the war, and the embarkation of the Federal Government on a still vague and ill-defined policy of government aid and government housing, have enormously increased the importance and timeliness of our subject. It will be our endeavor to get out our report in time to be of service during the critical period on which our country is entering.

At the suggestion of the chairman, a local committee on housing has been appointed by the Boston Branch, with Miss Caroline V. Lynch,

the Massachusetts member of our national committee, as chairman. Miss Eliza Tonks, another member of our national committee, is chairman of the Washington, D. C., local committee on housing. The California Branch has a housing committee, whose chairman, Miss Lilian Bridgman, is also a member of the national committee. It is our intention to proceed as rapidly as possible in the organization of local committees in other branches, so that when our report is ready, the machinery for acting on its recommendations may be already in existence.

Respectfully submitted,
EDITH ELMER WOOD,
Chairman.

NATIONAL EDUCATION LEGISLATION COMMITTEE

In January of this year, 1918, a letter was sent by the chairman to twenty-three Sectional and State Chairmen of this Committee, urging upon them certain important matters and offering stationery and stamps for correspondence with their respective Branches.

Answers were received from thirteen out of the twenty-three letters. Of these, nine promised or showed already existing cooperation with the Women's Committees of the Councils of Defense, and with the A. C. A. branches of their districts; two asked for stationery and stamps; the other four either felt they must resign, or declared there must be some mistake in their being addressed as chairmen, three of them, however, promising to reach such branches as they could with this one message.

It may be that many of our branches are already interested in these subjects; but more likely distinctively war-service work is taking up their attention. But as Mrs. Martin and the chairman took up over a year trying to secure sectional and state chairmen, and as, of the twenty-three we did secure, only nine have shown that they have any communication with their branches, the chairman is wondering whether Educational Legislation really interests many of our members.

Respectfully submitted,
ELSIE LEE TURNER,
Chairman.

COMMITTEE ON RECOGNITION OF COLLEGES AND UNIVERSITIES

A meeting of the Committee on the Recognition of Colleges and Universities was held in New York on December 22nd, 1917. A number of institutions which had long been before the Committee for consideration but which could not be admitted as they did not appear on the list of the Association of American Universities had been recently accepted by that Association. The following institutions were found to fulfill our requirements: The University of Texas, Rockford College, Lake Erie College, Milwaukee-Downer College, and Mills College.

With the approval of the local branches these institutions were sub-

mitted to a vote of the Council taken by mail and were accepted for recognition in the Association of Collegiate Alumnae.

The second meeting of the Committee was held in Chicago on April 11th, 1918. The Committee again considered a number of institutions and now recommended to the Council for recognition Bates College, Maine. Bates College is on the accepted list and now fulfills our requirements in regard to the recognition of women. Two women have just been put on the Governing Board of the College.

The other colleges considered, although on the list of the Association of American Universities, did not in the opinion of the Committee sufficiently fulfill our requirements in regard to the recognition of women on the faculties and equal pay for equal work.

Respectfully submitted,

MARION REILLY,
Chairman.

VOCATIONAL OPPORTUNITIES COMMITTEE

The Chairman of your Vocational Opportunities Committee begs leave to submit the following report:

There having been no adequate lists of the chairmen of Vocational Committees available in September, a letter was sent to the secretaries of fifty-six branches asking the names of the vocational chairmen. Forty branches which had previously sent in these names were asked for plans for the coming year. At the same time a letter was sent to the ten collegiate bureaus asking if they desired any special investigation in which they would welcome the cooperation and assistance of the vocational committees.

Miss Butcher of the Philadelphia Bureau asked that there be some further inquiries into non-stenographic business opportunities for college graduates; and Mrs. Munroe of the Detroit Bureau requested a special investigation concerning the work of the public employment agencies of the states and cities for trained and college women. Miss Butcher's request was brought to the attention of the branches in the December letter sent out by your chairman. Mrs. Munroe's request was referred to Miss Katherine Alvord who was asked to cooperate with Mrs. William Roy Smith and Mrs. May Cheney, in making such an investigation. This sub-committee was formed from three members of the general committee, but has so far sent no report to your chairman. Miss Clotilde Grunsky, also a member of the national committee, was asked for suggestions in regard to the investigation asked for by the Philadelphia Bureau. It seemed possible that such an investigation might be started, but it has not seemed practical on account of other activities to carry it through this year.

Your chairman has felt that her first duty lay in getting more closely in touch with branch chairmen, and affording them all the assistance which she could render. She therefore has sent a monthly letter covering items of interest which have occurred to her, and giving brief reports that have been sent to her from the branches each month, beginning in November, through March. Judging from the number of questions which have been

received from individual branches, and from the general reply to the inquiry whether the letter seemed to be worth to the branches the money which was being expended, this has proved the most helpful activity of the year. It has been possible to cooperate through this letter with the Committee on Nursing of the General Board of the Council of National Defense, and with Dr. Sedgwick who wrote a special letter to be circulated on "Opportunities for Women in Public Health Work," to send Miss Helen Fraser's special word written for our college women, and to send other vocational material which seemed to have special significance for our branches.

The Theta Service Bureau corresponded with your chairman in regard to the formation of vocational centers to be organized by members of their sorority. It seemed possible to bring these women into touch with our A. C. A. committees. The names and addresses were submitted by the chairman of the Theta Sorority, and were passed on in turn to the A. C. A. Vocational Committees wherever they existed.

The list of branch chairmen and secretaries of New York State were sent to Miss Emma Beard of the Consumers' League of New York State, and to Mrs. Ordway Tead of the Russell Sage Foundation, in order that they might be of possible service in interesting themselves in some bills on the employment of women and children which were introduced into the Albany legislature.

A full list was sent to Miss Theodora Butcher, acting for the Red Cross, Civilian Relief, who desired to be able to get in touch with our committees all over the country.

In December it seemed to be particularly important that we should organize two sub-committees, one on women in employment and the other on women in industry. Many questions which were concerned with the formation of the Federal Employment Bureau were reaching the chairman from many parts of the country, and the government's interest in the labor employment movement has been since shown in the plans for the forming of unit courses for employment management. Each branch was therefore requested to appoint, through its vocational committee, a representative on employment and a representative on women in industry. The branches were requested to avoid duplication by nominating any one of their members to this office who might be already working through the Council of National Defense or through state or city committees. Mrs. Orville Martin of Kansas City accepted the chairmanship for the employment group. The chairman had hoped to secure Miss Amy Hewes as chairman of the committee on Women in Industry, but has not been able to secure her services. Owing to a series of disappointments, that chairman has not yet been appointed. It seems as if the A. C. A. committees could render unusually valuable service to the government by having representatives for both fields of service who could be called upon to furnish information or to carry on any particular tasks which the government might assign to them.

In addition to the activities noted above, the revision of Bulletin No. 1, Vocational Training, has been carried on. This revision is not yet complete, but it is hoped that we shall be able to send the material to the Executive Secretary before the close of the present academic year. It

is the sincere hope of your chairman that it may be possible for the Association to bring out the new edition of this bulletin which is certainly much needed at the present time.

The chairman will have to confess that she has not succeeded in getting reports or even acknowledgment from all the branches. In the March letter, twenty-six branches were listed which had sent no reply to any of our communications. There has been also a tendency this year to drop the activities of vocational committees in many centers with the excuse that the branch felt it more important to engage in war work. The chairman has tried to emphasize the close relationship between vocational opportunities and war work, and the especial significance which employment and labor bureaus have to the government at this time. It is hoped that some of these committees may renew their activities next year.

The chairman is quite sure that the work of this committee should as soon as possible be turned over to a paid chairman who can put her whole time and strength into it. She believes that there is no activity in the A. C. A. which is more important than this, or which can have more widespread effect. For the present, since it seems probable that the finances of the association will not be sufficient for such paid service, she is glad to give what service she can, but she feels very definitely that the appropriation for this committee must be materially increased next year. It is essential that the committees on Women in Industry and on Employment, if they exist, should have some funds at their disposal. It is also desirable to plan for more secretarial service in order that communications from the branches may be answered more promptly. The fact that the bills for secretarial service and for multigraphing have been so small is due to the cooperation of the Union which has loaned office space and a typewriter, and has also offered the use of its multigraphing facilities at a lower price than could be obtained elsewhere in the city. The increase of postage which has taken effect since the voting of the present appropriation, has necessarily limited the amount of money which was planned for other purposes. This is a matter of some moment since about 250 letters have been answered.

It seems to your chairman almost impossible for her to carry on the work with the minimum degree of efficiency with an appropriation of less than five hundred dollars for the coming year. The A. C. A. should not stand for partially completed work. If this committee does not undertake to render the service which it should be in a position to do, other organizations perhaps less effectively organized at present, will undertake certain portions of it and there will be a great duplication of energy. The chairman is ready to resign if the Committee feels that the work can be carried on with a smaller appropriation by any one who has more free time to devote to this work. She wants to make it quite clear that she cannot undertake to do it with any real degree of efficiency without an additional appropriation.

Respectfully submitted,

FLORENCE JACKSON,
Chairman.

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A word of inquiry will bring details. Address

THE PRINCIPAL, Box B, Lake Forest, Ill.



BOOKS AND ANNOUNCEMENTS

It is intended to notice in this department publications received by the Journal, preference being given to the work of members of the A. C. A. Copies should be sent to the office of The Journal, 934 Stewart Avenue, Ithaca, N. Y.

Blocking New Wars. By Herbert S. Houston, Member of the Committee of the Chamber of Commerce of the United States on Economic Results of the War, Member of the Board of Directors, Division of Advertising, former President of the Associated Advertising Clubs of the World. Doubleday, Page & Co. Price \$1.00 net.

No man has had a better opportunity than Mr. Houston to study the war from the point of view of a business man. In *Blocking New Wars* he gives us the result of his study by setting forth a plan by which he believes the recurrence of war could be effectually prevented.

This plan provides for the establishment of a World Court owing its supreme control to the two great weapons, economic pressure and military power. The greater part of the book is devoted to proving the vast importance of economic pressure as a weapon against war. The author even states that in all probability the present war could have been averted by the skillful use of economic pressure against Austria. His argument does not rest on mere probabilities however, but on actual instances from history, such as Napoleon's effective use of the embargo.

Mr. Houston predicts certain definite changes in world policies after the war. He feels that the progress of the world toward imperialism has been made forever impossible, toward radicalism, improbable. Instead he

predicts the growth of "representative democracy existing in nations and serving as a bond in a league of nations."

The book is a very clear and forceful statement of a belief which is more and more gaining credence among men of affairs a belief in the power of international commerce as the chief factor in maintaining peace.

From the Front. A collection of Trench Verse. Compiled by Lieutenant C. E. Andrews, U. S. A. D. Appleton & Co. Price \$1.00 (The royalties from the sale of this book are to go to the British Red Cross Fund.)

In the excellent paper on trench poetry which serves as an introduction to this book, Lieutenant Andrews gives a very just estimate of the value of its contents when he says that we must not expect to find in the work of soldier poets many poems that stand out individually as great, but that a volume of trench verse gives a more vivid sense of the actualities of war, its transfiguring glories and unnameable horrors, than hundreds of reports, accounts and discussions.

Unlike many of the collection of war verse this book contains only verse written by men in actual service. Some of our favorites are here, "In Flanders Fields," "I Have a Rendezvous with Death," and two of Rupert Brooke's well known sonnets. Though none of the other poems yet share equally in popularity with these, there are two or three in this collection which may well claim a place beside them. There are several poems to which one almost involuntarily turns for another reading—and then another—and whose phrases linger in the memory. Among these, the work of Leslie Coulson and Lieutenant William Noel Hodson, together with Lieutenant Corbett's

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splendid "Lines Written Somewhere in the North Sea," are among the most compelling in their power of calling the reader back to them again and again. There is however, plenty of scope for choice of favorites. There is everything between these covers from the humor of "The Happy Warrior" to the horror of "In No Man's Land with the Night Patrol" or of "Civilization." There is pathos, there is reckless daring, there is patriotism in all its phases. There is love of life, and courage to meet death. In short, the book does give a picture of war itself with its horror and its grandeur alike, a picture drawn by men who have seen for themselves.

Ultimate Ideals. By Mary Taylor Blauvelt, member and former Fellow of the Association of Collegiate Alumnae. Sherman, French & Co. Price, \$1.00.

The reader who turns to *Ultimate Ideals* eagerly and expectantly, as every one will who has read Miss Blauvelt's earlier book, *In Cambridge Backs*, will not be disappointed. These essays, though they are without the variety of subject and mood that one finds in the former series, do not lack the distinctive charm that makes *In Cambridge Backs* a book to read and re-read.

This later volume, as its foreword tells us, is an "attempt to interpret the message of the Divine Teacher in terms of the life of today." This the author has done by setting forth, in seven brief essays based on the sentences known as the beatitudes, what seems to her the very essence of the teaching of Christ. The ultimate ideal is held to be happiness and these seven short sentences express Jesus' conception of happiness. Together they form his clearest statement of his most characteristic message to men, that it is not what happens to them but what happens in them that makes them happy. The utterance of this old message in a fresh and convincing way is particularly worth listening to now, recalling as it does in a time of change and

confusion that there are things that are unchanging, ideals that are ultimate.

Miss Blauvelt has discussed these sentences with a breadth of view, a tolerance for those who question and a certain clear-visioned common sense in dealing with religious subjects that is refreshing and somewhat unusual. The book is very simply written. There is no attempt to call attention to old truths by a sensational restatement of them. Yet one does not feel the writer's words to be trite, but full of significance and helpfulness. The slightly didactic tone of the work is not unpleasing. The teacher is continually evident in the author, yet one feels that this is a teacher by whom it is delightful to be taught.

To make the tempting but dangerous attempt to sum up an author's value in a single sentence, perhaps it might be said of Miss Blauvelt as a great writer once said of another, "She is the friend and aider of those who would live in the spirit."

Twentieth Century Athenians. By Ray Robinson. Badger. Price \$1.50.

In *Twentieth Century Athenians* Lieutenant Robinson has given us an apparent attempt to build up a system of modern philosophy, an attempt which he thinly disguises, with a very slight plot. One is inclined to think that the philosophy might better have been left undisguised. The reader who approaches the book expecting a story, as its press notices claim it to be, will inevitably be disappointed. The reader who is eager to know what the author has to say about platonic dreams, universal law, Schopenhauer, decadence, or the "Ethereal Whole" will only be interrupted by the brief passages of action which seem strangely irrelevant.

Indeed the interest in this book does not lie either in the plot or in the characters. Although the characters talk at length and are highly differentiated in their views of life and in their individual problems, they are not living people so much as mouthpieces for the author's abstract ideas. The real value of the book lies in the long conversations, not as conversations, but as essays developing intricate lines of thought called forth by modern intellectual problems. Many of the writer's ideas are worth the thoughtful consideration which they demand if they are to be understood at all, evidencing as they do deep earnestness, the power to see, and the courage to attempt to solve the perplexing questions which crowd in upon the thinker of today. There are however no convincing answers given to the questions raised. The reader is not left enriched by any new truth. Consequently the book is stimulating to the mind rather than satisfying.

A Democratic School System. By Charles Hubbard Judd, Professor of Education and Director of the School of Education of the University of Chicago. Houghton Mifflin Company. Price \$.75 net.

That our public school system could be improved is a truth that no longer needs demonstration. We need now a first knowledge of the fundamental trouble underlying the surface faults and then working plans of remedies for that trouble. In a brief but very clear and thoughtful analysis of the situation, Mr. Judd has met both needs.

His account of the growth of the American public school is most interesting and enlightening. We are likely to think that education which is universal must therefore be democratic. That this is by

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THE SECRETARY

no means true is proved by the Prussian system which is universal yet thoroughly undemocratic, since it furthers only aristocratic interests. Although the aim of our early educational leaders was democratic and they rejected entirely Prussia's method of instituting different kinds of schools for different ranks of men. they admired so much the superior order and efficiency of the German schools that they imported the Prussian Volksschule with few modifications into the United States. Our graded schools are still modeled after the Volksschule, the school invented by the Prussians to give to the commons the education which the ruling class thought desirable for them. To this importation Mr. Judd traces the chief defects of our system. We have gained increased mechanical efficiency, but in order to do so we have established a rigid and artificial system of training in which the child is kept eight years in rudimentary education without chance for specialization even though he may be perfectly qualified for more advanced work. The result, the author points out, is a loss of valuable time, too great pressure within the high school, and a complete break between graded school and high school.

Mr. Judd sees in the junior high school one of the most promising solutions of the problem because in spite of its crudities it eliminates some of the present waste of time and energy. He emphasizes the importance of proper textbooks and sets forth an ingenious plan by which suitable textbooks for the junior high school could be prepared.

The book is strongly convincing. It should prove both enlightening to the non-professional reader and helpful to educators who are engaged in the effort to make our school system approach more nearly to that which Mr. Judd calls "the supreme achievement of democracy—a school system in which the teachers and the course of study as well as the pupils are in constant process of adaptation to the growing needs of community life."

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THE REGENERATION OF A COUNTRY SCHOOL

ELLA SEASS STEWART

President School Patrons Department, National Education Association

The Center School of Jonathan Creek Township, Moultrie County, Illinois, is having to guard its laurels these days, for the neighboring districts are now building new school houses, employing good teachers and striving for state honors.

One of its most unlikely competitors entered the new game by outbidding Center, for its teacher, raising the salary from ninety dollars a month to a hundred. This necessitated an unexpected trip on the part of the president of the board to the state Normal to secure the best available graduate especially trained for rural school work. Since that time, Center also has paid a hundred dollars, has brought its course of study up to state requirements and today has a representative student leading the junior class in the county seat High School.

We of an earlier generation, who visit this prosperous central Illinois county, are less impressed with the beautiful modern houses, bumper crops and other evidence of general prosperity than with the number of attractive buildings proudly labeled "Superior School" standing where the melancholy memories of former school houses still haunt us.

Inasmuch as Center was the pioneer in this work of regeneration let me briefly sketch its rise. The story may be worth telling as an illustration of the power of even one determined idealist who is willing to spend some time and effort to build up a good school in a backward community.

As a city dweller I should doubtless know but little of this specific case were it not for the personal ties which bind me with undiminished tension to the old home which has sheltered and inspired so many besides those who have a legal claim to its benefactions. Consequently I shall not attempt to eliminate entirely the personal nor to describe as a mere disinterested observer.

While the reawakening in Center School district would

have come some time, certainly it would have been much delayed had not a tragic experience in the life of my brother brought him with his two motherless little boys back to one of the friendliest doors to human need in all the world. The old house, that we knew, had been replaced by a more modern one after the last costly migration of the family "to town to educate the children." What more fortunate physical environment for a twentieth century child than such a country home!

But one stupendous drawback had to be faced immediately. It was the rural district school which they would have to attend,—the same old eyesore of a school house unimproved by the years.

In many travels over the United States, I have seen in distressing numbers dilapidated country schools, outwardly less-attractive than the neighboring horse and sheep barns; but never one more drab and dreary than this rusty rectangular box with its three dirty windows on each side, windows that were never raised in the winter nor screened in the summer. It was built before the road surveyors had completed their task and the highway which it was expected to face passed to the rear, nearer the coal shed, which like the school house was black with age and neglect. Great patches of weatherboarding were missing. Apparently no nail had been driven since it was built, nor screw inserted except those needed to fasten the three iron bars across the lower part of the windows, which gave it a more sinister look and left the door the only available exit in case of fire or panic. The playground was neglected.

Inside were ancient battered double seats of uniform size and dirty walls with splashes of missing plaster. A cracked stove stood in the middle of the room. A grayish defaced black-board stretched back of the teacher's desk; water bucket and community tin cup on a bench in the rear corner. There were no globe, charts, books or equipment. No single object of beauty nor of interest was there. Such is a meager and restrained sketch of a building actually used seven years ago to house American school children in one of the richest farming sections in Illinois.

To preside over this citidal of learning were the cheapest of the applicants. Forty dollars was the limit. Sometimes it was a young man who alternated teaching and farming. Usually, however, it was a town girl without a teacher's training, who had no interest in, knowledge of, nor respect for country life. Yet how could such respect be inspired in her by a community that never visited the school (except on the last day), that kept expenses down to the lowest mark, a community whose best citizens refused to serve as school directors and where the relation of education to agriculture seemed unnecessary and irrelevant!

These conditions were not peculiar to the Center School district. Alas, they are all too prevalent in even the most

prosperous and enlightened states of our country. But the rapidity with which the most untoward conditions and the most sluggish community interest can be changed in these later days is my theme, and the particular illustration is Center School. Seemingly a prestidigitator waves his hand and lo, in place of the blackened coop stands the first rural school in the county which was qualified to nail above its door the tablet "Superior School."

The new building stands in gleaming whiteness, with red brick foundation and chimney, against its background of forest trees. Built on the most approved state plan it is a little gem both inside and out. There is an up-to-date heating and ventilating system. The windows are properly placed and equipped with shades and screens; beautiful woodwork and restful coloring; individual seats suited to the size of the child; low blackboards for the little ones; dustless chalk and noiseless erasers; individual drinking cups; paper towels; globe, charts; a library alcove with well selected books; a teacher's cabinet, whose contents tell of the study of grains, soil, elementary chemistry, basketry, water colors. There are good copies of classical pictures; busts of Lincoln and Shakespeare are well placed. There are six small sewing machines and tools for the beginnings of domestic science and manual training. A cupboard in the alcove contains a stock of vegetables canned by the cold pack method. These are easily heated to add flavor to cold lunches on wintry days.

The large school ground contains some fine specimens of forest trees which were utilized in the scheme of the landscape gardener. A variety of well selected shrubs was planted, ample open space being reserved for play. In one corner some simple apparatus was placed. The outbuildings are neat and well situated. The pump has a bubbling fountain attachment. A rural mail delivery box in front of the door provides almost daily bulletins from the state and federal Bureaus of Education and state university, as well as magazines and papers.

Needless to say, this change did not come about suddenly or easily. At first there was opposition to such improvements and expenditures. There is little now. All are proud of the school which has become a real social center.

The way it was accomplished shows a natural difference in the methods of two generations. Our father retreated from the problem of making a school which could give his children a proper elementary education. He chose the line of least resistance, and sent them to town. Far be it from me, as a beneficiary of his sacrifices to criticize his method. He met this problem as he met most of the problems of his generation, as an individualist. Every farmer in those days was absorbed in the tremendous task of breaking, fencing, ditching, tiling, improving and lifting the mortgages from this rich and fertile prairie section, all of which developed individualism. There was no leisure and no community spirit for education and culture. Agriculture

was not then recognized as a science, and farmers were supposed to have little need of books.

The shortest, easiest solution of the educational problem for him was to find good schools elsewhere and send his children to them. To ameliorate this breaking up of family life, three times they left the farm for periods of from one to four years. During the time intervening, when the interests of his farm demanded his residence he was there supporting the older ones away at school.

It should be said that this ardent appraisalment of education did have an influence in the community, and occasionally some other farmer who was financially able followed his example. A thin stream of young folks from this neighborhood had been pretty constantly flowing to high schools and colleges and this influence, no doubt, helped to honeycomb the foundation of the old school and make the present day reform easier of accomplishment. At best, his was an unsatisfactory solution.

His son, however, better trained in the use of political and community leverage, approached the problem from the other side. He determined to make the old school competent to train his boys so that they might remain in the otherwise happy and wholesome environment during their formative years.

It was somewhat of a neighborhood sensation when he announced himself as candidate for director of the district school. There are three directors in each district, one to be elected each spring by both men and women voters. It was contrary to good form for any of the more prominent taxpayers to bother with this particular office. "For the love of Moses, do you think I am crazy? I don't want to be a school director," was the emphatic manner in which one of them received such a suggestion. These men needed less urging to canvass for the office of assessor, supervisor or highway commissioner. But the office of school director was a joke.

Our reformer had no difficulty in his election for the first term of three years, and the necessary work of building a community ideal began. He talked good schools constantly and sought to get the neighborhood to talking. This effect was quickly attained when the qualifications of the new teacher and the salary to be paid became noised about. For the first time, in the memory of the district, school board meetings were held regularly in the school house. The great victory that year was the installation and influence of the trained and really excellent teacher, who had much to do in fashioning the morale of the school patrons.

Discussion of a new building brought the community to a fever heat. Two or three of the heaviest taxpayers had no children in school and they threatened their tenants and employes with dismissal if they dared to vote bonds for a new school house. Many days were spent in individual work with voters in the effort to remove their fears of bankruptcy, to inspire them

with educational ideals, to create a sense of shame that a community where farms were worth three hundred dollars an acre should tolerate such a school.

One farmer who owned a race horse, in the hands of an experienced trainer on one of the best tracks in the state, was buying up-to-date harness, bits, boots, toe weights, shoes, bandages and paraphernalia for the protection and development of that horse. This served as an illustration to convert him to the idea that modern apparatus and experienced trainers are equally necessary to develop the latent powers of children and that children were the most valuable community asset.

Before one of the elections one tenant left his plow a half day at a time in the busy season to electioneer for a candidate who stood for a cheap teacher. He argued that it wasn't just to force such high taxes upon a poor man like himself. He was winning sympathy and support to such a degree that it was necessary to go to the county seat to consult the records of the county treasurer, note the tax of every man in the district, and figure the difference in the taxes of each for the cheap and higher priced teacher. The increase proved to be exactly fifty cents a year for the man who had lost a day's work and \$3.11 for his landlord. So the issue was laboriously talked out man to man and the growth of sentiment was steady and sure.

Just once a more drastic if also adroit method was resorted to. During the first year the opposition to building a new school house was so strong that the word was finally issued by the directors that they would use their legal power in repairing the old school house "to the limit." It had been discovered that under the guise of repairs, directors may practically rebuild. If they leave one corner of the old house they may tear down and replace the rest without a bond election. The well directed word went out that this was the plan to be pursued. The opposition then surrendered and suggested the election for the issuing of bonds in the legal and orderly way. The school elections became more interesting than the presidential, but the opposition grew weaker each time. At the last election no one was willing to run on a cheap school platform.

In the building of the school and the improving of the grounds, the farmers contributed many days of time and the service of teams in hauling and grading, and cooperated in all the work to be done. A great new pride has grown up in their hearts. After the visit of the state superintendent, who congratulated them upon having the "second best one room rural school in the state," they reacted by deciding to go to school themselves. They organized "The Farmer's Class of Center," with forty-five members, which has met regularly for several years to study practical farm questions from a more scientific standpoint. Professors from the State University, which is about fifty miles away, have generously come to lecture to this class for their

expenses only. Speakers from the State Farmers' Institute and other lecture associations have been secured. Political and religious discussions are barred. They are governed by Roberts' Rules of Order and free discussion is encouraged. One member, in describing this class, said: "We have been attending the Farmers' Institute where sealed packages of theory are handed us by this great speaker and that. Some of us never even take these packages home. Others take them home and lay them on the shelf. We are handed packages through farm papers, university bulletins, agricultural trains, the state fair and stock shows, but the Farmers' Class is where we open them up and find out what is in them."

Members of the Farmers' Class began to visit the school. One man who was called upon to speak, said: "I haven't been in a schoolroom while school was in session for thirty years, but it will not be thirty days before I come again. Thirty years going the wrong way leaves a gap so wide between us that I cannot hope to catch up, but I am a rooter and a booster for good schools from this time on," and he has made his word good.

Across from the school house is a very beautiful wood. On an adjoining lot stands a brick hall erected by the township for elections and town meetings. This makes the school an unusually attractive place for social events. One of the most successful was a county picnic, which started a new relationship between town and country. In the past most of the holiday celebrations, fairs and festivals have been held in the county seat, or other of the larger towns. Often they were disappointing to the farmers who drove in to get the change and recreation which they needed. They have always needed more recreation than they have allowed themselves. Monotony is the word which explains the fact that more farmers' wives spend their last days in the insane asylums than do any other class of women.

The Farmers' Class of Center invited the County to come to them. They advertised in the county papers, and secured the cooperation of the county seat Chamber of Commerce in securing bands. Several thousand people accepted the invitation. There were contests for prizes, not only in athletics, but grain and colt judging and other rural interests. There was an attractive program of sports. Addresses by their state senator and his wife and other prominent people were given. It was a great success and helped establish a new bond between town and country, because the duty of county host and hostess was for once exchanged. Farewell dinners, temptingly labelled "chicken fries" have been given here in honor of their boys leaving for the training camps.

Needless to say, a Woman's Club is a natural sequence of this community awakening.

The Center School is in full swing today, proud of another eighth grader, who has just passed the county examinations with

the highest honors. The War Savings, Junior Red Cross and other patriotic expressions of this school are creditable. The school which was named Center, because of its geographical position, has indeed become a vital, forceful community center, with ever lengthening radii. Its transformation points to a service preeminently worth while.

THE ACADEMIC CHANCE

HELEN SARD HUGHES

Assistant Professor of English, University of Montana

The situation of women teachers in colleges and universities is only partially revealed by the statistics and the deductions therefrom in the recent article by Professor Clara Frances McIntyre in the *Journal of the Association of Collegiate Alumnae* for October, 1918. Professor McIntyre was chiefly interested in demonstrating the greater *number* of positions open to women in 60 coeducational institutions than in 9 women's colleges. This quantitative conclusion being reached she proceeded to certain optimistic generalizations which, I think, may be somewhat modified if we test qualitatively the plethora of academic opportunity which she discovered.

I may state briefly that Professor McIntyre's study is based on data collected from the catalogues of "about sixty" coeducational institutions and 9 women's colleges (7 in the east, 1 in the middle west, and 1 in the far west). From these catalogues she ascertained the number of men and women on the faculties, counting only those of instructor's rank or higher. Her results, she says, are only approximate, since "a few inaccuracies may have crept into the reckonings." Such inaccuracies, I think, render my percentages slightly inexact at certain points, since my figures are computed on the basis of her data.

Professor McIntyre's statistics are as follows:

	Coeducational Institutions.	Women's Colleges.
Number of women	1090	536
Number of men	8479	199
Number of women above instructor....	409	283
Number of men above instructor.....	5714	148
Number of women full professor.....	114	114
Number of men full professor.....	2968	78
Number of women Ph. D.....	84	175

These figures I have used in preparing two tables showing the proportion of men and women of different ranks in the two sorts of institutions. The tables speak for themselves, I think, at

several points, revealing conditions and tendencies on the whole less encouraging than we might wish.

Table I

Rank	Coeducational Institutions					Women's Colleges				
	Total	Men	% of Total	Women	% of Total	Total	Men	% of Total	Women	% of Total
All Ranks	9569	8479	88.6	1090	11.4	735	199	27.0	536	73.0
Instructors	2446	2765	80.2	681	19.8	304	51	16.8	253	83.2
Assist. & Assoc. Profs.	3041	2746	90.3	295	9.7	239	70	19.3	169	70.7
Full Professors	3082	2968	96.3	114	3.7	192	78	40.6	114	59.4

Table II

Rank	Coeducational Institutions						Women's Colleges					
	Men & Women	% of Total	No. of Men	% of Total	No. of Women	% of Total	Men & Women	% of Total	No. of Men	% of Total	No. of Women	% of Total
All Ranks	9569	100.	8479	100	1090	100	735	100	199	100	536	100
Instructors	2446	36	2765	32.6	681	62.5	304	41.4	51	25.6	253	47.3
Assist. & Assoc. Profs.	3041	31.8	2746	32.4	295	27.0	235	32.5	70	35.2	169	31.5
Full Professors	3082	32.8	2968	35.0	114	10.5	192	26.1	78	39.2	114	21.3

In particular the following points should be noted:

(1) In both coeducational institutions and women's colleges, according to Table I, the percentage of women instructors is greater, and the percentage of women full professors is smaller, than the total percentage of women on the faculties.

(2) Moreover Table II indicates some special impediment to women's progress, in view of the facts that: (a) Women in women's colleges are held in instructor's rank to a greater degree than men in coeducational institutions. (b) Whereas the distribution of men according to rank in coeducational institutions approximates the total average (about one-third for each rank), and in women's colleges varies from the average greatly to the advantage of the men, the distribution of women according to rank in coeducational institutions varies from the total average greatly to the disadvantage of women (instructors 36% of total staff; women instructors 62.5% total women), and even in women's colleges varies unfavorably at both ends of the scale. (c) The table shows also that men in women's colleges rise to full professorships in even greater proportions than in coeducational institutions.

(3) Though in coeducational institutions there are 1090 women on the faculties, yet these make only 11.4% of the total faculties, so that the number of women in any one institution is so small as to give women slight influence, probably, in college affairs, especially since of the faculty members of professorial rank only 4.8% are women, and of the full professors only 3.9%.

(4) These figures only make plain what is generally recognized: that as yet women's opportunities in coeducational institutions do not generally go beyond the instructorship. If the sta-

tistics dealt only with universities this conclusion would be more obviously indicated. Moreover, statistics in regard to state universities of the Middle West would make a poorer showing for women than those of the Northwest and Pacific coast. The tables show likewise that the women's colleges are following the practice of the coeducational institutions, keeping women in instructorships, and, from necessity, perhaps, offering men professorial rank and headships of departments, to a larger extent than is generally recognized. With 40.6% of the full professorships in women's colleges held by men, masculine domination in college councils is not unlikely. This percentage probably shows, too, a recent movement to bring men into the faculties of women's colleges in positions of high rank, since in the earlier years of the history of these colleges the leaders were women.

I shall not proceed to argue on the abstract wisdom or justice of these conditions. I even admit their expediency in many cases, their justice in some. More important and fruitful to consider, I believe, are questions concerning the relation of these conditions to the intellectual and professional development of women, and the means that should be taken to safeguard the future.

Granting that as yet comparatively few women have attained to first rank in scholarly achievement, the question is, Why? A glance at my tables helps to answer the question. Noting that in coeducational institutions nearly two thirds of the women are of instructor's rank, and in women's colleges nearly half, we must question: Do three sections of Freshmen composition, for instance, year after year, in a state university, offer chance for research? Does a teaching position plus a deanship in a college offer more? Do elementary laboratory work and dormitory life develop the scholarly mind?

Some persons may contend that low rank is the result, not the cause, of low intellectual attainment. Conceivably that may yet be proved true in the case of some women. But in other cases, I believe, it will be proved that the limit on women's scholarship is not one of brains or of opportunity for training, but rather the difficulty of securing teaching positions which stimulate or even give opportunity for productive scholarship. To be sure, I have a theory that if women defined to themselves more exactly what they wanted, and then pursued that end more firmly and consistently, they might achieve more. But at present the tendency to discount women's work in the awarding of fellowships, positions, promotions, etc., is due chiefly to the fact that most women after taking their degrees are never heard from again. I am sure these women do not lose interest *at first*; they merely lose opportunity. Has not the women's college an important office in this connection, one which, perhaps, it is tending to forget, in justifying and facilitating advanced study for women by encouraging and rewarding productive scholarship among its faculty members?

A number of women have got to succeed abundantly before we can complain with much force or justice of the present hesitancy to give further opportunity to women scholars. But we are in a vicious circle. Can the women's colleges do more to help us out? At present our hope lies chiefly in personal favor or lucky accident, neither of which seems a really dignified means to an end.

I have cherished the copy of a letter written by the head of a department in an eastern university to a friend of mine who before and since that time held positions of more importance than the one which he was in momentary danger of offering her. He wrote: "My dear Miss—: You have been at a good deal of pains, I realize, to answer my questions and give me information about your work. I am sorry it all came to nothing. I ought not to have troubled you. The situation this year for instructors has been most unusual. We prefer to appoint a man. At one move of the kaleidoscope there seemed to be no men; and at the next change, a plenty. It was on one of the off days (for men) that I wrote you. The letters which Mr.— and others sent me were most cordial, and I hope that you will accept my best wishes for your scholarly success. Yours sincerely,——."

Could anyone question the sincerity of that troubled executive? One suspects that had he been less desperate over the exigencies of the case, and less relieved by his escape, he might have been less honest and less unwittingly successful in his irony.

KEEP OUR CHILDREN IN SCHOOL

MRS. ELSIE LEE TURNER

Chairman A. C. A. Committee on Educational Legislation

Magazine articles, books, speakers, the Federal Government itself—all are urging us to see that our boys and girls go to school, that they stay in school as long as possible, and that while there they be taught the right things, by the right kind of teachers, and in the right way. Can we Collegiate Alumnae assist in doing this?

Early last spring Mrs. Margaret S. McNaught, the Education Chairman of the California Women's Committee of the

Councils of Defense, and Mrs. O. Shepard Barnum, a member of the California State Board of Education—both college women—asked every County Chairman of the Women's Committee to send out to the schools in her county a questionnaire in order to discover whether all the boys and girls of the county, up to the age of eighteen, were in school; if not, why not; if at work, whether they really needed to be at work.

In Alameda County, the Women's Committee Chairman called attention to the fact that there were Women's War Service Armies in several of the larger cities and towns, that house-to-house visits could be made by the women lieutenants of these Armies, and that thus accurate information about the boys and girls of each city could be obtained. So valuable would this information be to the school authorities that the Board of Education of the City of Oakland offered to pay for the printing of the necessary blanks, the attendance officers giving helpful advice about the form and content of these blanks. Miss Ethel Moore, Chairman of Oakland's Women's Committee (and A. C. A. Vice-President for the South Pacific Section), and Mrs. Maud Lane Andersen, at the head of Oakland's Woman's War Service Army, undertook to carry out the Drive.

The blank used in the house-to-house visits required the following information: the name of the child, the country of his birth; his grade in school; age; date of birth; name of school, or if not in school, place of employment; his grade when he left school; reason for leaving school; character of present work; name of parent or guardian; nationality of parent; ability of father to read or write English; ability of mother to read or write English; ability of father to read or write native language; ability of mother to read or write native language; number in the family enlisted in war service, both men and women; exact address; name of questioner.

It will be seen that much useful information would be gathered, not only about the boys and girls under eighteen years of age, but also about their parents.

This Drive was called in Oakland the "Keep Our Children in School" Drive. Just before the Army went out on its rounds, much publicity was given through the newspapers, and also through the Moving Picture Theaters, one of the films reading:

Uncle Sam knows how many mules there are in Oakland. He does not know how many children are in Oakland. He wants to find out.

A lieutenant of the Woman's Army will call at your house next week.

In consequence of this publicity, as well as of the facts that the authority of the public school officials was behind the canvass, and that the lieutenants were already known in their blocks, the questions were willingly answered in almost every case. Some of the results of this drive have already been compiled. Oakland finds the following facts true of its citizens:

1. About 60% of its children are foreign-born, or have at least one foreign-born parent.

2. Of the 45,000 (plus or minus) families in the city, 25,000 (plus or minus) have children under 18 years of age.

3. 1,249 mothers of children under 18 years of age cannot read or write English.

1,051 fathers of such children cannot read or write English.

634 mothers of such children cannot read or write any language.

592 fathers of such children cannot read or write any language.

15 such parents, born in California, cannot read or write English.

4. 1,802 children between 14 and 18 years of age are not in school.

Reasons for leaving school were divided as follows: In 33+% of the cases, economic necessity; in 31+%, good business opportunity or parents' wish; in 10—%, failure or dissatisfaction in school; in 10+%, sickness; in 11+%, miscellaneous and unknown; and in 3+%, insufficient reasons.

The character of employment of those at work was as follows: 19—% were clerks, bookkeepers, typewriters, etc.; 14½%, workers in factories; 12—%, workers in shipyards; 7+%, helpers in housework; 4—%, machinists; 5½%, workers in public service corporations; 1½%, in army or navy; 1½%, delivering goods and driving; 1+%, in electrical work; 1—%, repairing automobiles; 2+%, errand boys; 1+%, in dressmaking and millinery shops; 11%, miscellaneous; 10%, unknown; 10—%, not working.

If we study into these cold facts and figures, we find over fifty children between the ages of fourteen and eighteen out of school for insufficient reasons, and many others out who might easily be persuaded to return; who, if sick, might be cured; or who, if the economic necessity is really great, might be given scholarships from private endowments, as we know

is often done for college and university students, and as is already done in some of our cities for high school pupils.

We find many of these Oakland children working in employments that lead nowhere; and some one hundred and eighty of them out of school, yet not working at all.

The attendance officers of the schools will do what they can; the Woman's Army lieutenants took the opportunity of urging the necessity of as much schooling as possible. Can Collegiate Alumnae offer any service in the matter in each and every city, town and school district of our country?

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MRS. GERTRUDE S. MARTIN, Ph.D.

Executive Secretary of the Association
Editor

Communications concerning all publication matters, editorial or business, subscriptions, and changes of address should be sent to Mrs. Martin at the office of the Association, 934 Stewart Avenue, Ithaca, N. Y. Remittances should be made payable to the Association of Collegiate Alumnae.

OFFICIAL CALL FOR THE BIENNIAL MEETING

The date of the biennial convention of the Association has been set for March 31 to April 3. The meeting will be held in St. Louis with headquarters at the Planters Hotel. Special rates are offered by the hotel to those attending the convention. Members who wish accommodations at headquarters *are urged to secure them at once by writing directly to the hotel*. Information as to accommodations elsewhere may be secured by writing to Mrs. A. T. Chambers, 4474 McPherson Street, who is chairman of the local committee on housing and information.

For the information of members it is perhaps desirable to summarize here the provisions of the constitution in regard to representation at the biennial meeting. It will be remembered that the voting body at a biennial meeting consists of (1) the members of the Council, (2) accredited delegates representing the membership of the Association as a whole, and (3) the chairman of standing and special committees. The Council consists of (1) the Board of Directors (the officers), (2) the former presidents and (3) councillors representing (a) the branches, (b) the general members, (c) the affiliated members (alumnae associations), and (d) the accredited colleges and universities.

Each branch, no matter how small, is entitled to representation by at least one councillor and one delegate. The councillor if duly appointed may serve also as the delegate. Councillors are elected for two years but in case of the inability of the

councillor to attend any meeting an alternate may be appointed for that meeting. The branch is entitled to one delegate for every twenty-five paid up members and to one councillor for each one hundred paid up members.

For purposes of representation general members are grouped in the ten geographical divisions or sections of the Association. The general members of any section are entitled to representation by one delegate for every fifty paid up members or major fraction thereof, and by one councillor for every two hundred paid up members or major fraction thereof. These delegates and councillors are elected under the direction of the sectional vice presidents.

Affiliated members (alumnae associations or groups of alumnae) are entitled to representation by one delegate for every one hundred members but no one group shall be entitled to more than ten delegates. In order to be entitled to a councillor the affiliated group must number at least five hundred. A membership of five hundred to one thousand entitles the group to one councillor and an additional one may be elected for each additional one thousand members or major fraction thereof.

All members of the Association are entitled to be present at the biennial meetings and to take part in all discussions, but only duly accredited delegates and councillors are privileged to introduce motions or to vote. Directions for providing representatives with the necessary credentials will be issued later to the proper persons.

In view of the fact that so much of the time of the academic year has already been lost by the organization and the demobilization of the S. A. T. C. and by the epidemic of influenza, it has seemed best to compress the program into the first half of the week. This has been effected largely by dispensing with some of the usual social functions and by concentrating the work of the convention at headquarters instead of holding some of the sessions at neighboring institutions.

A tentative program has been arranged and is printed in this issue. Every effort will be made to have the completed program in the hands of all delegates and councillors by the last week in February. Will all branches that have not yet done so please attend at once to the appointment of delegates and councillors and send their names and address to the executive secretary. It is hoped that every branch will be represented at this meeting. Business of vital importance to the future of the Association must be transacted and the part that the organization is to take in the work of reconstruction must be determined.

EDITORIAL

Did you miss the November and December issues of the JOURNAL? Or didn't you notice that they had not come? We made no announcement in the October number of any change of policy, hoping that the membership campaign that had been planned would meet with such success as to justify continuance of the monthly issue. Then came the epidemic of influenza and the monthly succumbed. At a conference of the President, the Treasurer and the Executive Secretary it was reluctantly decided to reduce the number of issues to four for this year. Before the biennial meeting in March an effort will be made to find out just what sort of organ the members would find most useful, and it is hoped that the combined wisdom of the representatives present at the biennial will be sufficient to devise a way of supplying such an organ. We should be grateful if the branches might find opportunity before the St. Louis meeting to discuss this matter thoroughly, so that their representatives may come with information as to what is desired and suggestions of how to get it.

So much of world democracy as can be won by the sword has been won on the battle fields of Europe; but what that victory, glorious as it is, has given to the world is not democracy but just the opportunity for democracy. Whether that opportunity shall become a reality remains for us, each of us and all of us together, to determine. Never has the world needed sane leadership as it does at this moment. Never has the opportunity—and the responsibility—of the educated person, man or woman, been so great as now.

A world must be rebuilt; not the world of devastated Europe only, not houses and shops and factories, not libraries and museums, obvious and necessary as such material reconstruction may be. Far more delicate and difficult is the task of social reconstruction—here in America as well as in Europe—the building over of our old industrial, commercial, educational, political, social, and religious institutions, which, though we may fail as yet to realize it, the guns of Europe have battered into a ruin hardly less complete than that of the French villages.

Of all the reconstruction work which the world must under-

take none is so fundamental to the realization of democracy as the work of educational reconstruction. It is to a share in that work that the association invites the college women of America. There is no other group of women upon whom responsibility for a share in it is laid so heavily. To decline this responsibility is to assist in making vain the fearful sacrifices that have been made upon the fields of Flanders and Picardy.

To know that there are in this country millions of adult illiterates; that the foreigner may live among us year after year, a stranger in a strange land, speaking an alien tongue and following alien customs; that hundreds of thousands of children now in our schools will go through life handicapped because we failed to correct defects of hygiene and nutrition; that the great majority of our rural schools are so poorly equipped and manned by teachers so poorly trained that the boy or girl born and reared in the country is almost of necessity condemned to mediocrity or worse; that we are entrusting our children not infrequently to a teacher to whom we pay a wage smaller than that of the janitor who sweeps out her schoolroom; that for thousands of the ablest pupils coming up through our schools all opportunity for higher training is effectively closed because we, with all our boasted democracy, permit the candidates for higher education to be selected almost universally by the economic status of the family into which they chance to be born and not by their own ability;—to know all of these things and more of the same kind and to take no active personal part in changing these conditions, is not only to prove ourselves unworthy of the great sacrifices that have been made but to render those sacrifices largely futile.

The Association offers to the college women the opportunity to have a share in the continuation of the great work that the war has begun—the task of making real some small part at least of the great democratic ideal. We need the cooperation of every college woman in the country. We believe that the college women need the suggestion and inspiration of the Association in their individual efforts to do their share in the solution of the problems of democracy.

But knowledge of the opportunity that the Association offers can be brought to these women most effectively through the individual members of the Association. We would ask of every one

**What have you
done to help**

of our members one pointed question: What have you personally done to extend the influence of the Association this year? Have you once mentioned to a non-member the work which it is doing? Have you invited a single person to join? Or have you felt that you discharged your full duty in this respect when you acquiesced in the appointment or the election of the membership chairman of your branch? Have you in writing an old college friend in another town where no branch exists once mentioned the A. C. A. and its work or suggested that she form a branch in her town or even join as a general member?

Those who read the JOURNAL will recall that in the October number it was suggested that every member undertake to secure at least one new member this year, and an offer was made to supply to anyone who would undertake to send them out with her personal appeal as many application blanks and circulars of information as she could use. The JOURNAL reaches some eight thousand members. Out of that eight thousand how many do you guess responded to that suggestion by sending for circulars and blanks? A thousand? Five hundred? Fifty? By no means. There was just exactly one member of this whole Association who apparently cared enough about its work or believed sufficiently in its purpose to take the trouble to write a letter in its behalf. That one person did not stop with *one* letter and she has multiplied her own membership many times. Our grateful impulse is to shout her name from the housetops but she would be annoyed if we even whispered it into the ear of the Journal. She is that sort of person.

The pertinent question is: What does the Association intend to do about the membership campaign? We do not minimize in the least the difficulties that have beset the work so far this year. The epidemic of influenza has been al-

**The Membership
Campaign**

most as largely fatal to associations like ours as to individuals. Few of our branches have been able to hold more than one meeting. Many of them have been unable to meet at all. It is inevitable that under such conditions such undertakings as membership campaigns should languish unless the situation is met with some degree of intelligence and resourcefulness. These remedies do not seem, however, to have been applied in very generous measure. The treatment "indicated," as the doctors

would say, was not a supine acceptance of the situation but a vigorous and resourceful circumvention of the difficulty. If public halls were closed and public meetings were forbidden, the mails and the public press were still open and influenza germs are not transmissible by telephone. With the coming of the armistice and the cessation of "war news" the local papers were greedy for local news items. Then was the time for executive committees to make plans and give them publicity—to let the community know that the local A. C. A. was a live organization with a job to do the moment the Health Board should release its pent-up energies. If its members were too busy nursing influenza patients to make plans, that fact could have been adroitly conveyed in a news item promising future activity. It would have had quite as much publicity value as a definite program. Since prospective new members could not be invited to meetings they should have been reached by mail or by telephone with a very personal message. With a sufficient amount of interest—and some "gumption"—it is conceivable that the enforced abstinence from meetings might even have been turned to advantage in the membership campaign. Which is it that we lack?

If we lack interest is it because the Association fails to offer a definite and practical program worthy of the interest and effort of trained women? We do not believe so. We know

of no other organization that has summarized more definitely its immediate aims or whose purposes are more practical or better worth while. The coming of peace has suggested

A National Program a revision of some of the items in the year's program issued last spring and we print it again here in its revised form in order that every member may judge of its worth and practicality:

NATIONAL PROGRAM OF WORK FOR 1919

1. To continue to cooperate with the federal, state and local Councils of Defense and with the Food and Fuel Administrations, and in particular with the Woman's Committees so long as they may be operative.

2. To continue our Speakers' Bureaus organized in many of our branches during the war for the work of patriotic education, and to create new ones in order that these trained speakers may be available for the work of educational reconstruction.

3. To continue our cooperation with the Children's Bureau and the Child Welfare Department of the Woman's Committee in their activities in behalf of the children.

4. To support, possibly with some amendments safeguarding more carefully local initiative and control in educational matters, the bill introduced into the Senate by Senator Hoke Smith (S. 4987), creating a Federal Department of Education with a Secretary who shall be a member of the Cabinet, and carrying an annual appropriation by the national government of \$100,000,000 to assist the states in the work of education.

5. To assist in securing in the public schools and in colleges adequate health supervision and the institution of a thorough course in practical personal and community hygiene. To encourage the establishment in adequately equipped institutions of higher learning of thorough-going courses for the training of public health officers and of all other types of public health workers, including public health nurses and industrial hygienists; and to recruit properly prepared students for such courses when established.

6. To launch whenever and wherever the opportunity offers a campaign for increased school revenue to meet the new demands upon the schools growing out of the war.

7. To assist in any movement to secure the passage of a suitable federal child labor law to replace the one declared unconstitutional by the Supreme Court.

8. To assist in every way possible in the work of Americanization.

9. To make every effort to secure, either through private assistance or through state aid, for students in our high schools of marked ability but of inadequate economic resources the opportunity for higher training.

10. To continue our effort to widen vocational opportunities for women by assisting in procuring adequate vocational guidance in schools and colleges and by the support of Bureaus of Occupations for Trained Women. To bring these bureaus where possible into satisfactory cooperation with the Federal Employment Service; and where such cooperation in placement work is effected, to support the vocational guidance work, which we have regarded as the most essential part of the work of our bureaus, until the government is convinced of its value and is willing to provide for it.

11. To assist in the effort for permanent peace by bringing about a better understanding between nations through an interchange of picked students. To this end to maintain our already established Latin-American Fellowship and to create new fellowships of similar character for other foreign students as rapidly as possible. To help in the creation of scholar-

ships for French women students who have been or may be brought to this country. To extend hospitality and friendly assistance under the direction of our Committee on Foreign Students to all foreign students, particularly women, in this country. To facilitate the sending of American students to foreign universities. To form in as many foreign countries as possible branches of our Association, which shall in turn undertake the organization in those countries of associations of their college women to be affiliated with us, thus gradually forming a federation of the trained women of the world.

We are not content, however, with a merely national program. Education which is our primary interest, is a function of the state and practically all legislation affecting the actual administration of school affairs is state legislation. It would seem obvious that if the Association expects to be a real force for the improvement of educational conditions, it needs to create an effective state organization. It would seem equally obvious that with an effective and thorough-going state organization the power of the Association for the improvement of school conditions would be beyond estimate. No other lay organization knows so intimately or understands so thoroughly the failures and the successes of the educational system; no other is equally well prepared to act, on the one hand as constructive critics, and on the other as interpreters to the people of the measures proposed by state and local departments of education.

**State
Organization**

Unfortunately it is not possible to say: "Let there be a state organization," and behold! a state organization springs into existence. In these busy days persons of sense will consent to ally themselves with an organization only when they are convinced that there is some definite good to be accomplished by so doing. Only if the state group is able to present a state program of work which is either not being done by some other organization or which needs the cooperation of our group also, can it hope to interest busy women. Given a good practical state program of worth while work, however, it ought to be possible to build the state organization on that foundation.

In several states such programs have been formulated, state chairmen have been secured, and tentative beginnings toward state organizations have been made. New York, Ohio, Indiana, Illinois, Michigan, Iowa, Missouri, Kansas, and California are among the states that are beginning to think actively along these

lines. It will be interesting to see which of them first gets a real working state organization. Much will depend upon the extent to which the existing branches in the state cooperate actively in the work of extension.

There is no dearth of material for state programs; no lack of work begging to be done. Never was the opportunity for successful work for the improvement of school conditions so great.

State Programs

The war has broken old crusts of conservatism everywhere. The magazines have preached "reconstruction" until the popular mind has reconciled itself to seeing all of its old institutions "reconstructed"—even the schools and colleges, if need be. Why should not representatives from the branches in each state meet at some central point in the state in conference, let us say with the State Commissioner of Education or someone representing him and perhaps with some representative of the School of Education in the State University, and draw up a program to be carried out by the college women of the state? Whether the program shall include a number of definite objects or whether it shall concentrate on one or two special pieces of work must be determined by the local situation.

The Illinois state program besides proposing support of the national program including Senate Bill 4987 (the Federal Education Bill), also sets before the college women of the state the following objects:

1. To work especially for the following:
 - a. To resist any effort to repeal the existing child labor law.
 - b. To secure state legislation providing state supervision of the compulsory school attendance law.
 - c. To secure legislation by the state providing for the acceptance by the state of federal aid for vocational education under the Smith-Hughes Act.
2. Pending the passage of the Hoke Smith bill and the cooperation of the state in carrying out the health provisions contained in it, to work for the securing of school nursing and medical inspection in all of the schools of the state.
3. To interest properly equipped educational institutions in the establishment of courses for the training of public health nurses and medical supervisors, and to recruit students for such courses when established.
4. To encourage and assist in every way possible able and ambitious young women to secure college training.

5. To reduce as much as possible the number of pupils who leave school prematurely by finding out and removing the cause of withdrawal wherever possible, and to provide adequate vocational guidance and supervision and where possible opportunity for continued training in night school or elsewhere for pupils whose withdrawal from school cannot be avoided.

6. To encourage among intelligent women a careful study and comparison of school legislation and children's codes in this and other states in order that they may be prepared as soon as the constitutional convention shall have done its work to propose and further such legislation as may be necessary for the adequate protection and education of all the children of the state.

7. To secure the cooperation of college women in every county in the state in making a survey of the rural schools covering the following items:

- a. Yard and outbuildings;
- b. The schoolhouse;
- c. The organization;
- d. The teacher.

(An outline of the requirements of a standard rural school will be supplied by the state chairman.)

8. To preach the gospel of the necessity for increased school revenue to meet the new educational needs growing out of the war.

The Michigan program includes with some modifications items 2, 3, 5, 6, 7, and 8 of the Illinois program and adds a group of items dealing with industrial and social conditions—the minimum wage, prison reform, etc., that have a direct educational bearing at this time in the state.

The proposed New York State program, however after endorsing the national program, the Hoke Smith Bill, and the joint legislative program for the protection of women in industry proposed by the women's organizations of the state under the leadership of the Consumers' League, declares its intention of concentrating all of the energies of the organized college women of the state on what is probably the most pressing educational question in the state—the rural school problem.

There is no question that for the most effective work on the rural school problem we need to bring about as rapidly as possible a better organization of the scattered college women in the villages and the open country. To most of our branch members, living as they do under urban conditions, such an organization seems an impossibility. That it is not so has been proved

County
Organization

by

by the success of such branches as that of the Imperial Valley in California. We quote entire the last communication received from that branch:

"The Imperial Valley Branch of the A. C. A. believes that it is unique, as is nearly everything in this wonderful reclaimed desert. This branch was organized four years ago under the leadership of Mrs. Della Gandy Stuart, formerly a member of the Riverside Branch. Of the thirteen members who took the first steps of organizing, only three are left, the others having removed from the valley. We rather envy branches whose members remain and work year after year. Every summer, right after our annual picnic in May, our members scatter in all directions and every fall about a third fail to return. On the other hand, every fall there are large numbers of new people in the valley and we find it a problem to learn who are college women.

"Our meetings are held once a month for eight months, beginning with October, as September is too hot. Our members live in or near six towns, two of which are twenty-five miles apart. All travel is by automobile. Each membership group includes someone who owns a car and this member takes a careful to the meeting. The roads are sometimes very fine, but sometimes the dust is very deep, and if there has been a rain we just stay at home and do not attempt to have a meeting. Fortunately this kind of rain comes only once a year and it often misses our meeting day.

"Because we have to travel so long we early formed the habit of having somewhat substantial refreshments. When Hoover began to rule in women's affairs we made our meeting come earlier so that we save a meal by having lunch together. The food is supplied by the members in the town where the meeting is held, and our luncheon hour is very delightful and informal. Food conservation has unavoidably been a subject at every meeting as we were always surprised with some new dish made according to Uncle Sam's suggestions.

"After the luncheon we have our business meeting and then the chairman for the day presents the program. Most of the programs are given by members of the club, though we have been fortunate enough to have a few addresses by visiting celebrities. Our chief accomplishment is providing a scholarship of one hundred dollars which we give to a girl graduate of one of the five high schools in the county to help her through her first year in college."

Imagine an organization as vital as this in every rural county that could muster even ten college women. If to such groups as this all over the state there could go out from state headquarters frequent messages carrying information as to pending legislation

and asking their interest and cooperation in furthering or preventing it, suggestions of new undertakings, appeals for their assistance in bringing home to the people of their communities the meaning of some new proposal of the state department of education for the betterment of the schools, cooperation in winning popular support for some needed reform—if that were possible and the college woman responded to her opportunity, perhaps she might begin to pay some portion of the debt she owes to a society that has made her the most highly privileged woman in the world.

At the request of the executive secretary Senator Smith of Georgia, Chairman of the Committee on Education of the United States Senate, has sent directly to the presidents of all of our branches a copy of the Federal Education Bill (S. 4987). It is urgently requested that every branch of the Association give this bill the most careful consideration and study, and if it meets with the approval of the members, that it take action endorsing the bill and notify its representatives in Congress that such action has been taken.

In order that general members, who may not have an opportunity to examine the bill itself, may know exactly what it provides we subjoin a somewhat detailed analysis. Stripped of legal verbiage the bill provides for

1. The creation of a Department of Education as an executive department of the Government on an equality with the other executive departments, the secretary of which is to be a member of the Cabinet, with the usual provision for assistant secretaries and other assistants and special agents, including educational attaches to American embassies in foreign countries. The bill authorizes the President to transfer to this Department all educational offices, bureaus, divisions, etc., of other departments as he may think best and provides for their reorganization by the secretary for the following purposes:

1. To encourage the *study and investigation* of certain specific educational problems:
 - a. Illiteracy;
 - b. Immigrant education;
 - c. Public school education, especially rural;
 - d. Public health education and recreation;
 - e. Preparation and supply of teachers.



2. To encourage higher and professional education and learned societies.
3. To encourage physical and health education and recreation for both school children and adults and especially for the the foreign born.

But the new Department of Education is intended to do more than merely study and investigate educational problems and publish results. In order that active work for the betterment of conditions in the fields indicated may be encouraged the bill provides an annual appropriation of \$100,000,000 to be divided among the states, each state being required to add a sum equal to the amount of its appropriation, for the purpose of carrying on active work for

1. The abolition of adult illiteracy by instruction in the common school branches, citizenship and, if necessary, training for a definite occupation;
2. Americanization through the teaching of English and citizenship;
3. Equalization of educational opportunity by the improvement of elementary and secondary public schools, especially rural, by
 - a. Lengthening the term;
 - b. Better instruction and gradation;
 - c. Consolidation and supervision.

In order further to secure such equalization no state is to be permitted to share in the provision of the bill unless it requires every school district to maintain a legal school for at least 24 weeks in the year, unless it has enacted and enforces an adequate compulsory school attendance law, and unless it has enacted and enforces laws requiring that the basic language of instruction in the common school branches in all schools, public and private, shall be English.

4. Better health conditions through provision of
 - a. Physical education and recreation;
 - b. Medical and dental examination of school children;
 - c. Determination of mental and physical defects.
 - d. Appointment of school nurses and establishment of dental clinics;
 - e. Instruction of the people in the principles of health and sanitation.

The acceptance of the aid thus offered the states rests with the state legislature, and any legislature desiring to accept it must designate its chief educational authority (state superintend-

ent or state department of education) to cooperate with the Department of Education in the administration of the provisions of the bill relating to the states. Before any appropriation can be made to the state, the state department of education must present plans and regulations for carrying out the provisions of the act and these plans must be approved by the Secretary.

The bill has the unqualified support of the Emergency Commission on Education of the National Education Association. The N. E. A. has published a clear explanation of the bill with an argument in its behalf which can be obtained either singly or in quantity at a very low price directly from the Association at its Washington headquarters. We would urge all of our members, whether branch or general members, to study it carefully and if they approve it to write or telegraph to their representatives in Congress asking for their support of it when it comes up for debate.



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THE WAR WORK OF THE ASSOCIATION OF COLLEGIATE ALUMNAE

EDITOR'S NOTE: *The following report of the war work of the A. C. A. was prepared in response to a request from the National Council of Women for a meeting of the Board of Directors held in St. Louis in December. It seems probable however, that many of our own members, especially our scattered general members, may find it interesting; hence its appearance here. It is, of course, a very brief summary and covers only work done under the special guidance and direction of the National Association. Many branches and very, very many individual members have rendered, either independently or in cooperation with other organizations, highly important and valuable war service. No effort has been made to include such service in this report. Some account of the contribution of individual branches to the patriotic education work was given in the October issue. As a matter of record it would be desirable to have, now that the war is over, a detailed report from each branch of its war activities and the story of the specially valuable services rendered by individual members.*

Like other organizations of its kind the Association of Collegiate Alumnae has during the year just closing subordinated all other activities to the effort to assist in every possible way in the one task of paramount importance—namely, the winning of the war.

At its biennial convention, which opened in Washington three days after the United States entered the war, a war service committee was appointed, consisting of Miss M. Carey Thomas, chairman; with Miss Pendleton; Miss Woolley; Miss Humphrey, the retiring president; Mrs. Mathews, the newly elected president; Mrs. Morgan, president of the Washington Branch; and the executive secretary as members. Later Miss Gildersleeve was also made a member of the Committee. This Committee soon reached the conclusion that one of the most vitally important tasks confronting the government and one in which our members by reason of their training ought to be especially well fitted to assist was the work of patriotic education; and they proposed that a speaking campaign be at once undertaken to assist in this difficult but immensely important task of bringing home to all of the people an understanding of the fundamental issues involved in the war, the necessity of our entering it, the necessity of fighting it through to a victorious conclusion, and the menace of a premature peace.

When this work was proposed as our special war work the creation of the Speaking Division of the Committee on Public Information had not yet been announced. As soon as it was made known that such a division had been created, our Washington representative on the Committee informed the director of that Division of the plan we already had in hand and



offered the services of the Association to assist the government wherever possible. Our representative was thereupon made a member of the Advisory Committee of the Sepaking Division and we have from the beginning worked in the closest co-operation with the Division.

In order to launch the work college women's rallies were held under the direction of the executive secretary and the war service committee in a number of the larger cities of the country where the need was presented and an appeal made for the cooperation of the college women. As a result a large number of speakers' bureaus were formed. These bureaus have registered hundreds of volunteer speakers and have made connections for them with all sorts of audiences through schools, colleges, community centers, women's clubs, church societies, moving picture theatres, industrial plants, granges, etc. Other branches that could not be reached personally by the executive secretary have taken up the work on their own initiative and have furnished hundreds of speakers for all sorts of audiences and for every sort of patriotic work. They have incidentally assisted in Red Cross, Y. M. C. A., War Savings Stamps, Food Conservation, and Liberty Loan "drives"; but they have concentrated their main efforts on the task of "getting over" to the people the fundamental issues at stake.

Of our one hundred and fifteen branches nearly all furnished some speakers for this work. Many furnished large numbers of them. In addition to the speaking campaign, however, many of the branches have found other methods of spreading patriotic propaganda. Collections of government and other publications have been placed in public rest-rooms, in the lobbies of public libraries, with a volunteer worker in charge who has tried to interest as many persons as possible in taking the pamphlets home and reading them. "Current events" classes have been organized among foreign women and other working women who would find it difficult to get an understanding of the war without such assistance. Much informal personal work has been done. So far as possible the Association has tried to make every member feel her personal responsibility as a molders of public opinion in support of the Government.

The Association has also endeavored to cooperate as fully as possible with the Food Administration in its effort to use the college trained women and the college students as its interpreters to the people. We have urged all of the colleges to see to it that if possible every student, particularly every woman student is given at least the short course of lectures prepared for the colleges by the Food Administration, and we have asked the college woman in every state to cooperate as fully as possible with the state college leaders who have been appointed by the administration.

Similarly we have cooperated with the Childrens' Bureau and the Child Welfare Department of the Woman's Committee


in the work of the Children's Year. Nearly all of our branches have furnished volunteer workers for the weighing and measuring test and many of them are planning extensive cooperation with the more difficult investigative and "follow-up" work that is to come. The "Back to School Drive" has held a special appeal for our members and many of them are doing everything possible to assure its success.

The Association has shared with many other organizations a profound sympathy for the suffering children of France which has found expression through the "adoption" of French orphans. It is difficult to keep track of this rapidly growing family. Most of our branches have at least one. Some have as many as ten or twelve. Altogether we are quite safe in placing the number of our foster children at more than a hundred and twenty-five. It is hoped that in many cases it will be possible to continue this aid until the education of the child is completed.

It would naturally be expected that the Association would be deeply interested in the project of the Association of American Colleges for bringing to the country a hundred or more young French women to be educated in our American colleges. It is proposed that the entire cost of their education shall be borne by the colleges receiving them or by the friends of the colleges; and in not a few cases it is our members who are covered by the latter designation. One of our members, Miss Benton, Dean of Women at Carleton College, was appointed to go to France to select these young women and bring them to the United States, and our standing Committee on Foreign Students is doing everything in its power to provide warm hospitality and friendly assistance.

The Association has also assisted in recommending highly trained workers for various forms of national service. Early in the war there was formed a joint committee of the Association of Collegiate Alumnae and the Intercollegiate Community Service Association for the purpose of recommending properly qualified women for overseas service. The work of this committee proved so valuable that it was soon taken over by the Red Cross and the Y. M. C. A. as an agency for procuring the right type of women workers for their overseas service. The Association assisted also in the task of procuring properly trained women for the Girls' Work Division of the War Camp Community Service.

A final highly interesting piece of war work was undertaken early in September in cooperation with the American Council on Education in response to a request from the office of the Surgeon General. The final drive which was to end so soon in complete victory was then on on the western front, but the nearness and completeness of the victory were not then anticipated. The existing and the expected need for nurses was appalling. The hospital training schools were full to capacity as a result



of the efforts already made by the Woman's Committee, and could receive no more pupil nurses whose time for the first three or six months of the course must be given largely to academic work. The summer training school for nurses at Vassar had furnished a suggestion of one way in which the need could be at least partly met. If the academic burden of the hospital training schools could be transferred to the colleges and the pupil nurses could be sent into the hospitals with their training in the pre-nursing sciences already completed so that they might become almost at once an asset to the hospital in its proper work of nursing, many more could be received and the movement of nurses into and through the hospitals could be greatly accelerated. It was decided therefore that the colleges should be asked to arrange intensive pre-nursing courses of twelve weeks duration modelled on the Vassar course and that the Association of Collegiate Alumnae should recruit as many properly qualified students for these courses as could be received.

The response from the colleges was excellent; and although the work was started too late to make it possible for many of these courses to become operative with the opening of the colleges in October, particularly as most of the colleges best equipped for the work were also those that were struggling to accommodate themselves to the exigencies of the Student Army Training Corps, there was every prospect that a large number of such courses would be available for the term beginning in January. Then came the armistice and then the demobilization of the S. A. T. C. with the resulting reorganization in the colleges. Many of them felt obliged to withdraw the tentative promise to give the course, particularly since the demand, great as it continued to be, had nevertheless lost something of its urgency. Naturally also, with the war pressure removed, the work of recruiting became much more difficult. Nevertheless some of the colleges are fully prepared to give the work beginning in January and the recruiting is going forward. How successful it may prove to be cannot be known until the registration is accomplished.

With the coming of peace, the Association is naturally turning its attention to the work of reconstruction, particularly to educational reconstruction. Plans for a better organization of our work are under way, and both the national Association and many of its state divisions are actively engaged in formulating practical programs of work for the improvement of educational conditions and in enlisting the cooperation of other organizations and individuals in the realization of these programs.

THE UNIVERSITY OF MICHIGAN HOSTESS HOUSE

EUNICE WEAD

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The Ann Arbor Hostess House had its modest beginnings last June. It was a response to a distinct need, for, during the weeks when the first detachment of army mechanics was in training, it was evident that some place must be provided where the men in barracks might see their friends. With the arrival of the second detachment, in the middle of June, a request came from the commanding officer and the local war board, to the University authorities, for permission to use the parlors of the Barbour Gymnasium. The matter was promptly turned over to the local branch of Collegiate Alumnae, whose cooperation in campus activities has always been cordial and efficient. It was thought at first that if the rooms could be open on Saturdays from two until nine o'clock, and on Sundays from eleven in the morning until taps, every need would be met, with expenses next to nothing. The proposition in this form was submitted by the Executive Board to the Collegiate Alumnae at the annual meeting on June 8, and was approved.

Accordingly, on Sunday, June 16, the Barbour Gymnasium was regularly opened to the men of the Second Detachment, with four observing members of the A. C. A. on duty in a corner of one of the big parlors, their sole equipment being two vases of flowers. There were three "cases" of visitors on that day: one of them a little woman who had followed her husband on the very day after he had said good-bye to her at home, and had no idea of how she was ever going to find him again; next, a whole family party from out of town; the third, an army man who wanted to find a place for his wife to stay while he was to be here in town.

The hostesses left, at the end of that Sunday, with the expectation that the rooms would not be needed again until the following Saturday, but as early as Wednesday a request came from the commanding officer to make them available on all week-day afternoons. It was not long, moreover, before it was evident that some one might want something at any hour of the day or night, and before many days arrangements were made to open the rooms at nine in the morning to remain open until taps, with various A. C. A. members as hostesses. In those simple early days there were no orderlies, and no lists of enlisted men, and information was confidently sought by calling up Headquarters.

On the second Sunday, there arrived visitors with picnic lunches, and the unforeseen need of a place where people might eat their luncheons in peace were met by throwing open the big basement dining room, where eventually the tables were neatly covered with white oilcloth and adorned with flowers, and the

sixty to a hundred and twenty-five guests might add to their menu a good cup of coffee in exchange for a nickel.

The need for substantial furniture soon made a Furnishings Committee essential. Fraternities were asked to lend from one to four pieces, which they did very generously, and with the addition of various articles, useful and ornamental, from townspeople, the two parlors soon grew to look homelike and inviting. Writing-tables were equipped, the stationery supplied by the Y. M. C. A. and the K. of C.; magazines were given, at first more or less irregularly, by individuals, and then regularly subscribed for, by the Ann Arbor Library Club, the American Library Association, and by several friends in town; "home" newspapers were sent regularly from various towns through the state, and as a finishing touch, the Flower Committee kept the rooms full, all through the summer, of flowers cheerfully supplied from town gardens. A finer show of gladioli than the one which brightened the Hostess House for weeks in the late summer would be hard to find.

After two weeks or so, orderlies were regularly assigned from Headquarters to help in locating the army men called for, and to make themselves generally useful under the direction of the hostess in charge. At the end of three weeks all telephone calls and telegrams for enlisted men were turned over to the Hostess House to be attended to. As its fame spread among the men whom it had been able to serve, the House became a sort of social headquarters. The Glee Club, the Band, and a Bible class—all had regular meetings in some of the heretofore unappropriated parts of the building, and Sarah Caswell Angell Hall, upstairs, was in demand for vaudeville stunts and other company entertainments. Apples, cookies, fruit, punch, and other gustatory delights were sent in from time to time by friendly outsiders. Finally, to accommodate its youngest guest, aged eight weeks, and also several visitors not very much older, the House established a crèche in the basement, where toys and picture-books were clamored for. And though it regretted the necessity of turning its guests out at taps, the House did a great deal in the way of supplying them with addresses of near-by rooms where they might spend the night for a very reasonable sum. Visitors read with respectful attention a large and conspicuous sign, intimating that they were now in a military post, and recommending caution in conversation, as the "enemy's ears" were ever present. So it was evident that the Hostess House was official.

And so the work grew, not gradually, but by leaps and bounds, with new and unexpected developments daily. Early in September, about the middle of the allotted time for the Third Detachment, it was evident that the House was justifying its existence, and should be maintained. But it was also evident that it must seek another abiding-place, for upon the opening of the University, on October first, the whole gymnasium

would be needed once more by the women students. Moreover, the new home must be several times as large as the old, to accommodate not only the four companies of Army Mechanics, but the several thousand S. A. T. C. men expected upon the opening of the fall term.

There was genuine regret at leaving the quarters where all the Private Bills and their guests, and the various hostesses themselves, had come to feel so much at home. But no Hostess House in the country, probably, now has finer quarters than this one which began so humbly in June. For, by means of the commendatory letter which President Hutchins sent to the Regents, and to Judge Grant, an offer of Memorial Hall was made to the Collegiate Alumnae to continue its Hostess House work. Surely no more appropriate use could be found for this stately building, built in memory of soldiers already "gone west," and now devoted to those whose faces were all intently turned to the call from across the eastern ocean.

The transition was made practically over night. The problems of furnishing the new House, with its wide spaces and vast proportions, were somewhat perplexing. But through the generosity of many of the Fraternities, who lent not only their best furniture, but also their pianos, as they themselves were transformed by the War Department into barracks, the big building came to have the air of a comfortable club-house.

The Hostess House had hardly settled itself in its new home, when the Spanish influenza struck the town. It went particularly hard with the men in barracks, many of whom had been here so short a time that their anxious families did not know how to find them. In this emergency the House was able to render valuable service in locating the men who were sent to the various hospitals and infirmaries, and the gauze-masked hostesses were kept busy, answering calls for information from far and near, by telephone and letter, and reassuring visitors who braved the scourge and came to town. Because of its successful organization, it fell to the Hostess House to give help in the improvised infirmaries at the time of the epidemic, and with the indispensable aid of several women outside of the Collegiate Alumnae membership, meals both excellent and hot, were served to the sick men in the Chi Psi house, the official infirmary, and in the Barbour Gymnasium.

Upon the President of the Collegiate Alumnae has fallen the large responsibility of organization, and of making important decisions in the months when the association was not meeting, and when a quorum of the Executive Board was impossible to secure.

Between fifty and seventy-five members of the association have served on one or another of these committees, their service being without exception unremunerated volunteer work. The ideal of a single hostess, dispensing hospitality in her own house, has been constantly in mind, with the result that each hos-

tess in charge has felt as responsible as if she were in her own home.

The desk-work is kaleidoscopic in its interest. Sometimes there is a sheaf of notices of long-distance telephone calls to be sent out, particularly toward the weed-end, when relatives and friends from all over the state arrange to come for over-Sunday visits. And when they do arrive they come straight to the Hostess House, and then the desk is busy sending out its orderlies or telephoning to barracks to announce the arrival of the expected visitors. But when the visitors are unexpected, the problem for the desk is greater, for Private Bill may be scattered anywhere over the town of Ann Arbor on a fine Sunday afternoon, and the visitors' flattering faith that the Hostess House can find him is sometimes sorely tried. The hostess can theoretically, however, find the address of any Private Bill of the sixteen companies of the S. A. T. C., or any Jackie of the four companies of the Naval Unit, for she is equipped by Headquarters with a most professional-looking card index of every one of him, with his barracks and his telephone number, if he has one.

All through the week, there are quantities of packages, special delivery letters, and unclassifiable items which come to the House to be attended to. And speaking of packages, if it had not been for the Hostess House, what would have become of all those donations of food and clothing which were still undelivered and in the hands of the donors, on that drizzling Sunday afternoon in October, when quarantine was suddenly clapped onto the whole post? In order to keep track of business attended to at the desk, a despatch book has been devised, to contain a careful record of each item, and no entry is considered finished until it has received the signature of the man concerned, or the name of some responsible person who has taken the message for him. An examination of the despatch books for the first five months or more of the life of the House, would show an enormous number of messages safely delivered and carefully accounted for. And entirely in addition to this record, is the great number of visitors to be announced to the men whom they come to see. The incomplete records of the guest-book kept during the summer show at least sixteen hundred different persons, for a period of about five weeks, and the visitors on Sundays, now that gasless days are over, are well up in the hundreds. It was gratifying to have two new men come to leave their addresses at the desk, in the early unclassified days of the S. A. T. C., "for everybody comes to the Hostess House to inquire."

The Hostesses' desk is further equipped with time tables of all local trolley and steam railroads, and of some more distant; with needle and thread, which are on occasion in demand for feebly attached buttons; with a first-aid outfit; a checking system for visitors who wish to leave bags and baggage; and with the supplies of a small sub-postoffice. The stamp business on Sun-

days is tremendous, and the chances are that "that letter home" will be mailed without delay. The selling of stamps and the five-cent charge for coffee constitute the only commercial feature of the House. Yet, in spite of its expenseless beginnings, it has now worked up a considerable budget, which has been defrayed by individual contributions, or assumed by the Collegiate Alumnae.

That the Hostess House has justified the faith which was placed in its small beginnings, and has been able to be of real service in this military community, is manifest from Major Durkee's cordial endorsement, contained in a letter written in appreciation of the work of all the Collegiate Alumnae members who have helped to make the House successful: "The spirit you have shown reflects in true measure the essence of America's real war spirit, and is made of the same stuff that has won all our wars. Your reward is the realization that through many years to come, there will be strong men and good citizens who will bless you every time they think back upon their Army days."

INTERCOLLEGIATE COMMUNITY SERVICE ASSOCIATION AND BRYN
MAWR, SMITH AND WELLESLEY FELLOWSHIPS OF
\$450 FOR 1918-1919

Requirements

Candidates must be graduates of one of the above colleges and must present satisfactory evidence of good health and a special fitness for social work.

Plan

The Fellow will live for the nine months of the fellowship year in the Boston, New York or Philadelphia Settlement where board is \$7 a week.

The academic work will be arranged to best supplement the student's college courses, in Boston, at the School for Social Workers or at Radcliffe; in New York, at the School of Philanthropy or at Columbia; and in Philadelphia at Bryn Mawr.

The "practicum" will be for the most part at the Settlement although special opportunities for practice work outside the Settlement will be arranged if desirable.

Please write for further information and for application blanks to the chairman of the I. C. S. A. fellowships committee, Miss Florence Jackson, 264 Boylston Street, Boston, Mass.

AN EXPERIMENT IN DEMOCRACY

IRENE P. MCKEEHAN

Acting Dean of Women, University of Colorado

The S. A. T. C. at the University of Colorado, as well as elsewhere all over the country, is being demobilized during this month of December. It leaves us with few regrets. The experiment of conducting a military camp in connection with a university would undoubtedly have been made to work with some approximation to success if the war had continued; but we count among the happy results of our victorious peace the fact that we do not have to work at this complicated experiment any longer. Like other evils, however, it brought some good things in its train; and the purpose of this article is to tell the story of one of these good things,—a side issue of the main experiment which we hope will bear fruit for the future.

During the summer our only official connection with the Great War lay in the presence here of a group of soldiers, forming what was known as the University of Colorado Training Detachment and receiving instruction from various members of the Engineering faculty in automobile driving and repairing, radio work, telegraphy, and other special lines. For their use the Women's Building was set aside as a Hostess House under the direction of the University Y. W. C. A. secretary, who put in a great deal of time and effort serving gratuitously as Hostess.

When the University reopened the first of October, it was at once evident that the Women's Building could not meet the needs of the situation, even supposing that any possible plan could be devised whereby it could be used in a double capacity both as a Woman's Building and as a Hostess House. We had about a thousand men, regularly enlisted as sailors or soldiers in the service of the United States, living in barracks under military discipline, with no provision for their recreation and their social needs except the inadequate, purely masculine efforts of the Y. M. C. A. We had also some five hundred young women, more or less closely associated with these young men in class-rooms and on the campus, but sharply separated from them by military and social regulations except on Saturdays and Sundays. Moreover, as the great majority of the men were new students, there were few old friendships and college traditions among them. The social condition was obviously abnormal, and abnormal social conditions always tend, of course, to become unhealthy. How were we to solve our problem of providing recreation for the men and of establishing normal intercourse between them and the women students? Incidentally, could we not give the women something to do that would be worth while and would make them feel of real value in the new scheme of things?

Our President's House had been vacant for more than a year, for President Farrand is serving as head of the Rockefeller Institute's Anti-Tuberculosis Commission in France. A cable message was sent asking him for permission to use his house as a University Community House or S. A. T. C. Social Center, and the request was promptly granted. A volunteer committee of faculty men turned themselves temporarily into manual laborers, who moved and stored the furniture already in the house. The fraternities, which had been discontinued "for the duration of the war," were called on to lend us furniture for our new "Hostess House," as every one persisted in calling it in spite of our desire not to borrow the term from the Y. W. C. A. With the invaluable help of two "faculty wives," who spent hours at the telephone and in dusty basement store-rooms, enough furniture was selected, secured and moved to its new quarters. Then a public-spirited citizen offered to pay the salary of a Hostess "as long as the S. A. T. C. should continue in existence," and, by rare good fortune, we hit at once upon the right woman for the place,—a woman sufficiently old to be herself the mother of a soldier and sufficiently young to have retained all the joy and enthusiasm of youth.

Our next step was to call in the girls. We organized what we like to call the "Steering Committee," though it has a much more formidable official title. It is composed of the Dean of Women, the Y. W. C. A. secretary, one of the previously mentioned "faculty wives," and five senior girls—the Presidents of the Women's League, the Y. W. C. A., the Pan-Hellenic Association, the University Red Cross, and the Women's Athletic Association. We decided to keep the House open every afternoon from four until six o'clock, all day Saturdays until eleven at night, and Sunday until six, these being the hours when the soldiers would be free. We planned to have organized entertainments—dances, parties, musical programs, and the like—every Saturday evening, groups of girls acting as hostesses to various military units; and, very soon after we put our experiment into operation, we found that it would also be desirable to serve something in the way of tea every Sunday. Any one who has ever been or seen a lonesome boy in barracks would know why without stopping to think.

We were delayed in getting started and handicapped after our start by the influenza epidemic. Besides the heat, the light, and the janitor service, which were furnished by the University, and the salary of the Hostess, already mentioned, we had no provision whatever for running expenses. In spite of all drawbacks, however, our experiment was an immediate and notable success. We opened one cold Saturday with "Open House" after a football game, serving coffee and sandwiches to all comers. Mortar Board, the senior honorary society, provided the refreshments and acted as hostesses. When men began to trickle in at first by ones and twos, we had momentary misgivings for fear

there would be no more; but, before "retreat" sounded, we were wondering whether our seventy-five dozen sandwiches would hold out to the end. And while "the fleshpots of Egypt" may have brought the men, it was the spirit of goodfellowship that held them. Two soldiers were overheard, as they entered, agreeing to "get something to eat quick and then go." The first part of their intention was accomplished, but an hour later they were still there.

The days of our Hostess House are probably numbered, for the S. A. T. C. is being demobilized, the fraternities are resuming activities, and will soon be asking to have their furniture returned to them. We shall go back to the old ways again, but not without having learned something that we hope will prove an earnest of better things. We have made a successful experiment in democracy. At the Hostess House men and women have met on equal terms with no lines of social distinction drawn between "Greek" and "Barbarian," between those who are "in" things and those who are "out of" things. We have made a successful experiment in student self-government. Practically all the work of the "Steering Committee" was done by the five seniors on it, backed up by the women students in general. The Dean of Women, who acted as its chairman, had only to present a need or state a difficulty to have the need met or the difficulty overcome. Perhaps, the greatest problem has been how to feed a considerable number of people twice a week without any money; the writer, who has had very little to do with solving the problem, is still wondering why it has caused so little trouble. Voluntary coöperation, which has worked so well in the nation at large, proved equally efficient in our college community.

Finally, our experiment has shown the need and the value of a University Social Center. This is the fruit that we hope it will bring forth. Short-lived as our Hostess House must probably be, its successful career will not have been in vain if it points the way to such an institution, which, the next time, will not be an experiment.



FELLOWSHIP ANNOUNCEMENTS

THE SARAH BERLINER RESEARCH FELLOWSHIP FOR WOMEN

The Association of Collegiate Alumnae as Trustee of the Sarah Berliner Research Fellowship for Women Fund offers annually a fellowship of the value of *one thousand dollars*, available for research in physics, chemistry or biology, in either America or Europe. This fellowship is open to women holding the degree of Doctor of Philosophy, or to those similarly equipped for the work of further research; it will be awarded only to those who give promise of distinction in the subject to which they are devoting themselves.

Applications for this fellowship must be in the hands of the Chairman of the Committee on Fellowships on or before March 1, 1919. They should state as clearly as possible the candidate's claim to the appointment, and they should contain in particular:

1. Testimonials as to the value of work already done;
2. Copies of published contributions, or other accounts of investigations already carried out;
3. Evidence of thoroughly good health;
4. Detailed plans for the proposed use of the fellowship.

ALICE FREEMAN PALMER MEMORIAL FELLOWSHIP

This fellowship of *one thousand dollars* awarded in alternate years will be available for research in 1920-21.

Candidates for this fellowship must hold the degree of Doctor of Philosophy or Doctor of Science, or must present evidence of work which would be considered the equivalent of one of these degrees. The requirements for application are the same as those for the European Fellowship. The date of application will be given in next year's announcement. The Alice Freeman Palmer Memorial Fellow is expected to devote herself to research.

EUROPEAN FELLOWSHIP

The Association of Collegiate Alumnae offers a fellowship of *five hundred dollars* for the year 1919-20 available for study in Europe.

The fellowship is open to any woman holding a degree in Arts, Science, or Literature; in general, preference is given to those candidates who have completed at least two years of graduate work, and have a definite research in preparation. The award is based on evidence of character and ability of the candidate and promise of success in her chosen line of work.

It is understood that the Fellow will devote herself un-

reservedly to study and research and that she will send to the chairman of the committee at least two reports on her work, one not later than March 1, 1920, the other on the completion of the year's work.

Applications must be made by personal letter from the candidate to the chairman of the committee, accompanied by:

1. A certificate from the registrar of the college or university which awarded the degree or degrees previously received.

2. Evidence of sound health.

3. An account of previous educational training and a definite statement of plans for future work and of the reasons for applying for the fellowship.

4. Testimonials as to ability and character from qualified judges.

5. Evidence of scientific or literary work in the form of theses or papers or accounts of scientific research.

Documents and letters submitted by the candidates are returned if accompanied by postage for the purpose; but letters written directly to the committee are retained and regarded as confidential.

Applications for this fellowship for the year 1919-20 must be received by the Chairman of the Committee on Fellowships on or before March 1, 1919.

THE ANNA C. BRACKETT MEMORIAL FELLOWSHIP

This memorial fellowship of *six hundred and forty dollars* awarded in alternate years is available for the year 1919-20 for study in Europe or America.

The fellowship is open to any woman holding a degree in Arts, Science, or Literature, who intends to make teaching her profession. In general preference is given to those candidates who have completed at least two years of graduate work and have had successful experience in teaching. The award is based on evidence of the character and ability of the candidate and promise of success in teaching. Otherwise the conditions for application are the same as those for the European Fellowship.

Applications for this fellowship must be received by the Chairman of the Committee on Fellowships on or before March 1, 1919.

BOSTON ALUMNAE FELLOWSHIP

The Boston Branch of the Association of Collegiate Alumnae, aided by the Radcliffe Alumnae Association, the Boston Alumnae Clubs of Smith College, Bryn Mawr College, Vassar College, Wellesley College, Boston University and Mount Holyoke College offers a graduate fellowship of *five hundred dollars*, payable in the summer of 1919, for the purpose of stimulating scholarship among women.

The holder of the fellowship must be a woman who is a graduate of an approved college, is of good health and excellent character, and has proved her ability and initiative. The fellowship may, however, at the discretion of the Committee of Award, be given to an applicant who presents reports of a small amount only of investigation, provided this be of exceptionally high quality and promise. The award will be postponed unless the conditions are fully met. The fellowship must be used, in Europe or in America, for one year of constructive work, and not for purposes of general culture.

Applications for the fellowship should be made to the chairman of the Committee on Fellowships of the Association of Collegiate Alumnae, not later than March 1, 1919. They should be accompanied by:

1. Testimonials of scholarship, of health, and of character.
2. Theses, papers, and reports of investigation, published or unpublished.
3. A statement in full of the plan for the pursuit of study and of the object in view.

Inquiries may be addressed either to the Chairman of the Committee on Fellowships of the Association of Collegiate Alumnae or to the Chairman of the Boston Branch Committee, Miss Christel W. Wilkins, 1514 Beacon Street, Brookline, Mass.

THE LATIN-AMERICAN FELLOWSHIP

This fellowship of *five hundred dollars* is established by the Association of Collegiate Alumnae to further friendly relations with the women students of the Latin-American republics, and to assist them to prepare for public service in their communities.

The qualifications of candidates for this fellowship are:

1. They must be natives of the Latin-American republics.
2. They must have the equivalent of a college education in the universities or the best normal schools of their countries. In general the Committee on Fellowships will give preference to the applicants already prepared to carry on graduate or professional work.
3. They should be at least twenty-one years of age.
4. They must have sufficient knowledge of English to enable them to understand and profit by lectures, take examinations, use English text-books, and do class work properly.
5. The purpose of their study shall be preparation for some form of public service to their countries in one or more of the following fields:
 - (a) Education, including scientific investigation, teaching, library work, etc.
 - (b) Social service or any field whose aim is the improvement of the social conditions in the community, or the increase of its economic efficiency.

- (c) Public health and sanitation, which may include the hygiene of dependent or delinquent children or adults, or of school children, or of those engaged in the industries, or any field whose aim is the improvement of the health and sanitary conditions in the community.

In other respects the requirements for application for this fellowship are the same as for the A. C. A. European Fellowship. The applications for this fellowship for the year 1919-20 must be received by the Chairman of the Committee on Fellowships on or before March 1, 1919.

THE GAMMA PHI BETA SOCIAL SERVICE FELLOWSHIP

The Gamma Phi Beta Sorority offers a fellowship of *five hundred dollars* available for the year 1919-20, to be awarded by the Committee on Fellowships of the A. C. A.

This fellowship shall be devoted to preparation for the profession of social service, and is open to any woman who is a graduate of a college of recognized collegiate rank, and who has done at least one year of graduate work. Some of her courses must have been in the department of social science.

It is understood that the fellow will devote herself entirely to preparation for social service work in a school whose standing is equal to that of the New York School of Philanthropy.

Application must be made by letter to the Chairman of the Committee on Fellowships of the Association of Collegiate Alumnae, and must be received on or before March 1, 1919. Application must be accompanied by:

1. Testimonials of health, of character, and of scholarship from those competent to judge of her probable success in her chosen field.
2. An account of previous educational training, and a definite statement of the plan of study and of the object in view.

The Committee prefers letters of recommendation written directly to the Chairman. These letters are regarded as strictly confidential. Theses or papers are not required, though the Committee would appreciate a statement regarding researches or investigations carried on by the applicant in any field of social science.

ÉCOLE NORMALE SUPÉRIEURE DE SÈVRES FELLOWSHIPS

OFFERED BY THE FRENCH GOVERNMENT

In August, 1918, M. Petit Dutaillis, in the name of the Minister of Public Instruction of the French Government, offered for an indefinite period two fellowships in the ÉCOLE NORMALE SUPÉRIEURE DE SÈVRES to American women graduate students through the American University Union in Europe. These fel-

lowships are for the purpose of acquainting American women about to enter the teaching profession with French methods of instruction, that there may be a closer affiliation and better understanding of the educational aims in the two countries. They make the same provision for the two American students as for the French; namely, board, lodging, and all tuition fees for the academic year, October first to June.

The Board of Trustees of the American University Union in Europe has asked the Committee on Fellowships of the Association of Collegiate Alumnae to nominate two women for these fellowships. In accord with the desire of the Board of Trustees the Committee on Fellowships can recommend for these honors only young women meeting the following requirements:

1. They must be graduates of colleges or universities of recognized standing, and have distinguished themselves for thorough scholarship and general ability. Preference would usually be given to those having had a year of graduate study in which they had shown marked promise and the qualities suited to the profession of the educator.

2. They must have sufficient facility in the use of the French language not to be handicapped in their work at the school.

3. They must submit evidence of sound health and testimonials as to their training, character, and ability.

Applications for these fellowships for the year 1919-20 must be received by the Chairman of the Committee on Fellowships on or before March 1, 1919.

The *École Normale Supérieure de Sèvres* (near Paris) is regarded as the institution that sets the standards for the training and examinations for the French women teaching in the *lycées* and *collèges*. Admission to the school for the French students is by competitive examination, and the number admitted each year is limited to twenty for both the sections of letters and sciences. Residence in the school is required of its students.

The length of the course is three years. At the end of the second year the students enter the competitive examination for *le certificat d'aptitude à l'enseignement secondaire des jeunes filles*, and at the end of the third year that for the *agrégation*. *At present* it would probably be impossible for the American fellows to take the examinations entitling them, if successful, to teaching positions in French schools for girls.

The subjects offered there in the *ordre des lettres* include English, French, German, Italian, Spanish, and history, a combination of some of which may be chosen. Either one of the sections for the mathematical sciences or for physics and the natural sciences is open to the students in the *ordre des sciences*. Certain courses are common to the sections for letters and sciences, as ethics and educational psychology. The first year's courses offer less specialized studies, and *are designed to give a general orientation*.

This school combines the advantages of instruction by mem-

bers of the faculties of the universities and Paris lycées with a very exacting training in instructing, making it practically the school of pedagogy for women of the University of Paris.

Applications should be addressed to Professor Margaret E. Maltby, Barnard College, Columbia University, New York City.

A PROFESSIONAL OPPORTUNITY

A large per cent of the college women of this country have been helping to run the war-machine. On November 11th the power was turned off. Those on whom the country has relied for war work, it naturally turns to now for reconstruction. The "Help Wanted" signs have simply been removed to other windows. The need is so great for the college trained woman and the field of service so varied, that the question resolves itself into one of personal inclination. Now, if ever, is the time to translate into action the thinking inspired by the war.

In seeking a professional opportunity, the Blue Triangle of the Y. W. C. A. has a special significance for the college trained woman. The program of reconstruction that the Association is planning, in this and other countries, calls for her general and specialized knowledge.

This plan includes:

Social and recreational work among industrial women.

Club organization and activities in communities affected by war.

Social and educational work among foreign-born women in the U. S.

Extension of the Y. W. C. A. to women of France, Russia, China and other lands.

Physical directors and recreation leaders.

Cafeteria directors.

Business secretaries.

Religious work.

Intensive and regular courses of training are provided in these subjects for qualified candidates in all parts of the country. Such a candidate for a position in the Y. W. C. A. must have a college education, or its equivalent in experience, or technical training in: Household Economy, Physical Training, Business Training. She must be at least twenty-two years of age and a member of a Protestant Evangelical Church. Address the Personnel Bureau of the National Board of the Y. W. C. A., 600 Lexington Avenue, New York City.

BOOKS RECEIVED

- Religion and the War.** By members of the Faculty of the School of Religion, Yale University. Yale University Press. Price \$1.00.
- Teaching the Child Patriotism.** By Kate Upson Clark. The Page Co. Price \$1.00.
- The Citizen and the Republic.** By James Albert Woodbury and Thomas Francis Moran. Longmans, Green & Co. Price \$1.50.
- The Woman Citizen.** By Mary Sumner Boyd. Frederick A. Stokes Co. Price \$1.50.
- Mobilizing Woman-Power.** By Harriet Stanton Blatch. The Woman's Press. Price \$1.25.
- Creative Impulse in Industry.** By Helen Marot. E. P. Dutton & Co. Price \$1.50.
- Background for Social Workers.** By Edward J. Menge. Richard G. Badger. Price \$1.50.
- The School and the Community.** By Howard T. Lewis. Richard G. Badger. Price \$1.00.
- College Study and College Life.** By Bernard C. Ewer. Richard G. Badger. Price \$1.25.
- Rural Education and the Consolidated School.** By Julian Bernhard Arp. World Book Co. Price \$99, postpaid.
- Food Guide for War Service at Home.** Prepared under the direction of the U. S. Food Administration. Charles Scribner's Sons. Price \$25.
- Food and the War.** Prepared under the direction of the Collegiate Section of the U. S. Food Administration. Houghton, Mifflin Co. \$80.
- The Banker at the Boarding House.** By Montgomery Rollins. Lothrop, Lee & Shepard. Price \$1.50.
- Joan and Peter.** By H. G. Wells. Macmillan Co. Price \$1.75.
- The Retinue and Other Poems.** By Katharine Lee Bates. E. P. Dutton & Co. Price \$1.50.
- Home Fires in France.** By Dorothy Canfield. Henry Holt & Co. Price \$1.35.
- The Flame That is France.** By Henry Malherbe. The Century Co. Price \$1.00.
- The Betrothal.** By Maurice Maeterlinck. Dodd, Mead & Co. Price \$1.50.

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THE PRACTICE OF CITIZENSHIP

BY HENRY E. JACKSON, U. S. BUREAU OF EDUCATION

Ladies and Gentlemen: I congratulate you and congratulate myself on the opportunity we have for the serious discussion of a question, than which none is of more pressing and permanent importance. When we entered the war, President Wilson said our urgent need was "to arouse and inform the people so that each individual may be able to play his part intelligently in our great struggle for democracy and justice." This is his statement of the need for the practice of citizenship. It is America's permanent need either in war or peace.

To achieve "freemen's citizenship;" to restore and preserve government "of the people by the people and for the people;" to develop small communities into little democracies with school houses for their capitols; to put human rights above property rights, as our boys in the trenches of France are doing; to apply ethical standards to politics and economics; to enlarge the average man's opportunities and his capacity to appreciate them; to make social, political and economic conditions to be of such a sort that all citizens, both native and foreign born, when speaking of the United States, may say "my country" and mean what they say; that they may say it not only with honesty but with such a degree of enthusiasm as to be willing to put the interests of "my country" above the interests of "myself,"—nothing less than this, as I understand it, is the ultimate purpose of the community center movement. It is a movement in constructive democracy.

The kind of community, whose organization we seek to promote, is, in Professor Royce's phrase, "a beloved community." It is an imagined community. It nowhere as yet exists. But there are many encouraging approximations to it today, as there have been in the past. The war has clothed this movement with a fresh interest and a new significance. The fundamental challenge which the war has made to all thoughtful people is the need of organizing human life on juster and saner lines in the construction of a better sort of world. The German Reformation gave us a start towards religious freedom; the French Revolution

gave us a start towards political freedom; the present world tragedy is giving us a still bigger start towards economic freedom. In our attempt to meet the opportunity with which the war's challenge confronts us, we have already discovered that no superficial remedy will answer because the disease lies too deep. We have discovered the futility of attempting to purify the water in a well by painting the pump. We must go deeper for our remedy.

Our remedy seems to me to be nothing short of organizing local communities into little democracies. In the attempt to perform this task, the new movement has discovered that there has been developed through long and patient effort, an institution, perfectly adapted to its purpose, and conveniently distributed in every city, and village, and hamlet in America. It is the free American Public School. The significance of this fact, it is difficult to exaggerate, because it makes the movement not only to be political, but educational. It makes the school not only the Community Capitol, but the people's university. It furnishes the one guarantee, that local self-governing communities shall be capable of self-government. Thomas Jefferson was correct and wise in saying, "If the people expect to be free and independent, and at the same time ignorant and illiterate, they are expecting something that never has been or never can be."

It is my purpose to give a bird's-eye-view of some of the community uses of the school-house, as means for achieving democracy's aims. For this instrument ready made to our hand is most available for the practice of citizenship. Like all great discoveries the community use of the schoolhouse grew out of a conscious and profound need. Rauschenbusch calls the appropriation of the schoolhouse for more varied purposes a master stroke of the new democracy. It is the only democratic institution existing in America, non-sectarian, non-partisan and non-exclusive. It furnishes the only platform on which *all* the people can meet. It is our foremost industry from whatever standpoint it is regarded, with its 22,000,000 girls and boys, 600,000 school teachers, 277,000 school buildings, \$1,347,000,000 invested in property and \$75,000,000 annually spent for its support. It is the most American institution, the greatest American invention, and the most successful social enterprise yet undertaken by any nation. Nevertheless, its golden age lies before it, not behind it. It is now entering upon a new era in its already notable history, an era which will witness its vastly increased usefulness to our experiment in democracy, an experiment which depends for its success more on the free public than upon any other single factor.

I treat the use of the schoolhouse as a people's university and community capitol not only for the sake of giving information concerning a popular movement but also to stimulate a motor reaction to democracy's appeal. It is something more than information that we need if America's experiment in democracy is to succeed. As the wise Goethe said—"Teaching does much, but enthusiasm does all." It is not mere knowledge which we

need, it is *felt* knowledge, which is a very different thing. It is like the experience of a certain little girl whose brother had set a trap for birds. When she protested to her mother, the mother asked her whether she had done anything in regard to it. "Yes," she replied, "I prayed that the trap would not work." "That is well," said the mother, "did you do anything else?" "Yes, I prayed that God would keep the birds out of the trap." "That is well, did you do anything else?" "Yes," said the girl, "then I kicked the trap all to pieces." This is a motor response due to her intensity of feeling on the subject."

If we are to make a motor reaction to the need of organizing communities into little democracies, there is one essential preliminary requirement. We must have open minds.

One of the folk high schools of Denmark maintains a regular study called, "Window in the West," the purpose of which is to acquire new ideas from England and America, that Denmark may use them for its own improvement. Such a course should be in the curriculum of every public school. The aim of the forum is to put a new window into the mental outlook of every community. The value of an open mind cannot be calculated. Every great leader of the world's thought and action has insisted on its indispensable importance. Confucius expressed it in the golden phrase—"mental hospitality." Socrates used a phrase out of which was coined the word "philosopher." He said, "I am not a wise man—I as a 'lover of wisdom,' a seeker after new ideas." Jesus called it the "spirit of truth." So highly did he regard it that he called it a holy spirit. The reason why these masterful leaders of men so prized the habit of being open-minded is because they understood that without mental hospitality no progress in any line is possible.

If then with open minds we consider the community use of the schoolhouse what does it mean as a place for the practice of citizenship? In attempting to state in brief so big a subject one must needs have what the poet Keats calls "negative capabilities." He must know what to leave in the ink stand, what to leave unsaid. A bird's-eye-view of the facts may be had if we group them under the use of the schoolhouse as a community capitol, a community forum, and a neighborhood club.

A COMMUNITY CAPITOL

The schoolhouse as the community capitol obviously means that it shall be used as the polling place. It ought to be so used for economic reasons alone. Why should we rent special buildings, when we already own schoolhouses conveniently located in every district? If voting precincts so far as possible were made identical with school districts, if the schoolhouses were used as polling places, if the election machinery were simplified and if school teachers were employed as election officers, because they have the required intelligence and are already public officials, every

State in the Union would save many thousands of dollars annually. But we ought to use the schoolhouse as the polling place, not only for economic reasons, which is of the least importance, but especially for the sake of the ideal which the ballot box represents. It is the symbol of our membership in America. It is a sacred symbol. During the last campaign Candidate Hughes voted in a laundry in New York City, and President Wilson voted in a fire house in Princeton. Barber shops, livery stables, any old place is regarded as good enough for voting purposes. Is such a place a fitting place in which to exercise the highest duty and function of American citizenship? The ballot box is our Ark of the Covenant and just as the Ark of the Covenant, which was the symbol of the Hebrew Republic, was given a place in the Holy of Holies in the national temple, so our ballot box ought to be given a place befitting its importance. The one fitting place for it is the public school, which is the temple of our democracy.

The ballot box and voting booth ought to be made decorative and kept permanently in the schoolhouse, because of the permanent ideal which they embody. They should be kept to make vivid the function of the school. "The walls of Sparta are built of Spartans," sang an old poet. The walls of America are built of Americans and the Public School is the factory in which they are produced. The public school's function is to make not merely good men and women but good citizens for the republic. The great need of our American democracy is that in every school district the public school should be developed into a worthy university of the people, which shall confer citizenship as a degree upon those who in this school shall have made themselves fit to receive it. As soon as we put this fact in the foreground, we set in operation a formative principle whose effect on the school will be reforming and vitalizing, because we shall be compelled to ask the further question, what kind of studies ought the curriculum to contain, what kind of studies are most worth while in the process of making citizens. The three unsettled questions which the schools are always debating are the content of the curriculum, the method of teaching, and business management. The new question concerning the use of the schoolhouse as the community capitol will shed more illumination on these three problems than anything else has yet done. It will insure a wise solution of them. It will wed the processes of the school to patriotism and to practical human needs. It will save the school from the blight of professionalism which is the most deadly enemy. This fact can best be stated in brief by employing an illustration.

It has ever afforded much interesting speculation and much amusement to ask and discuss the question what would modern educational experts have made of Lincoln, if, as a baby, he had been put in their care. "They would have started him on sterilized milk, clothed him in disinfected garments, sent him to kindergarten, where he would have learned to weave straw mats and

sing about the "Blue Bird on the Branch." Then the dentist would have straightened his teeth, the oculist would have fitted him with glasses, and in the primary grades he would have been taught by pictures and diagrams the difference between a cow and a pig, and, through nature study he would have learned that the cat-bird does not lay kittens. By the time he was eight he would have become a "young gentleman;" at ten he would have known more than the old folks at home; at twelve or fourteen he would have taken up manual training, and within two years would have made a rolling pin and tied it with a blue ribbon. In the high school at sixteen, he would have learned in four years that Mars was the reputed son of Juno, and how to recite a stanza from the "Lady of the Lake." Then he would have gone to college where he would have joined the glee club and a Greek letter fraternity, smoked cigarettes and graduated, and never have done anybody any harm! Well, perhaps, we don't know and can't tell what might have been, but we can't help feeling thankful that Lincoln's training and education were left to Nancy Hanks,—and God."

To give the ballot box an honored place in the school as the symbol of its chief function, to wed the school to patriotism, will keep its processes sane, and in turn will help to purify politics. Our purpose is not to bring politics into the schools, but to bring the schools into politics, and give to them the commanding influence in public affairs they were designed to exercise.

A COMMUNITY FORUM

The use of the schoolhouse as a forum is the next logical step to take after it has been made the community Capitol. In every state constitution provision has been made for a Capitol building, in which the *representatives* of the people can meet to debate public questions and vote on public policies, but the only place they provide, in which the people *themselves* may meet, is "in a peaceable manner." The humor of this omission would be refreshing, if it were not so serious. "A popular government without popular information or the means of acquiring it," said Madison, "is but a prologue to a farce or a tragedy, or perhaps both. Knowledge will forever govern ignorance; and a people who mean to be their own governors must arm themselves with the power which knowledge gives." We have adopted universal manhood suffrage in America. This may have been a blunder or it may not. At any rate it is a fact and nothing is so convincing as a fact. Inasmuch as there has been placed in the hands of average men, and many average women, the ballot through which public policies are determined and public officials elected, it is of primary importance that a means be provided for the discussion of public questions so that they may educate themselves by going to school to one another and equip themselves to vote intelligently. "For no man has a right to take part in governing others who has not the intelligence or moral capa-

city to govern himself." This is the practical and philosophical ground on which the necessity for a community forum rests. It is an open meeting conducted by citizens themselves for the discussion of social, political, economic or any other questions, which concern the common welfare.

"There are two ways to govern a community," said Lord Macauley in the British Parliament, "one is by the sword, the other is by public opinion." Ours is a government by public opinion. It is obvious that the welfare of a democracy requires that public opinion be informed and educated. The greatest danger to a democracy is that the forces which control public opinion should be corrupted at their source. The pulpit and press are moulders of public opinion but they are no longer dependable. We must establish public free forums undominated by private interests. If it is right for the State to spend money to provide polling places, it is just as right and even more necessary for the State to spend money for forums in which citizens may fit themselves to vote intelligently. In his remarkable book "Physics and Politics," Walter Bagehot devotes a chapter to "Government by Discussion," in which he convincingly demonstrates its essential value to all free governments.

This being the nature and purpose of the forum, it follows that its basic principle must be freedom of thought and freedom in its expression. The forum is organized on the basis of difference not agreement. It aims not at uniformity but at unity. It is not only a stupid world, where all think alike, but there can be little or no progress if we listen only to those with whom we agree. It is significant that our word misunderstanding has become a synonym for quarrels, whereas most of our quarrels would be found to involve not a fundamental difference but just a failure to understand each other.

Inasmuch as men, who do not agree with each other, have to work with each other in life's activities, it is obviously important that they should try to understand each other. The Christian ought to understand the agnostic and the agnostic the Christian; the Roman Catholic the Protestant, and the Protestant the Roman Catholic; the Democrat the Republican, and the Republican the Democrat; the capitalist the laborer, and the laborer the capitalist. These classes usually associate only with members of their own class, and read only their sectarian or partisan newspapers. They are provincially-minded. We are of course, under no obligation to agree with each other, but as members of America it is our moral and patriotic duty to understand each other. For there is no hope of peace and cooperation in a democracy unless men have the right to think for themselves, unless they agree to disagree agreeably, and unless they try to understand each other.

The Forum furnishes the means for mutual understanding. It aims to create public-mindedness. Its success depends on our ability to differ in opinion without differing in feeling. There is no way of acquiring this habit except through practice. The

Forum invites us to have the courage to be honest, the courtesy to be gentlemen and to say to our neighbors, just because they are our neighbors, what Paul said to the Christians of the first century, "Therefore putting aside lying let us speak truth every man with his neighbor, *for we are members one of another.*"

Undoubtedly, where freedom of speech is permitted, there is constant danger that erroneous opinions will be expressed. It is one of the risks which the exercise of liberty necessarily involves. But then it is more dangerous for them not to find expression. Exposure to fresh air is the best cure for mental as well as physical diseases. Thus freedom furnishes its own antidote to this danger—Jefferson well stated it when he said, "Error of opinion may be tolerated when reason is free to combat it." It is highly important to understand that the right to preach truth is in danger whenever the right to preach error is denied. It ought to be obvious that the right of free speech cannot be maintained and indeed does not exist unless we agree to grant *complete* freedom of speech without any censorship whatever and place our dependence on the operation of Jefferson's principle as the civilized method of overcoming error. The truth needs no apologist and no defender; it needs only a free field and no favors. The man who rejects Jefferson's principle is a skeptic and an atheist. He manifestly does not believe in the power of the very truth he seeks to defend by force; he has no confidence in the God of Truth.

It may frequently happen that the free discussion of vital questions will lead to disturbance. In an open forum, held on a certain Sunday many centuries ago in the village of Nazareth, where laymen were permitted to speak, a young carpenter made some remarks on social and economic justice. The speech caused a disturbance; indeed the meeting became a mob and this working-man almost lost his life. But there is no man, who is acquainted with history and certainly no Christian, who regrets that the synagogue was organized as a forum and that this particular speech was made on this particular occasion. For the speaker's name was Jesus and the speech was his inaugural address in a public career more helpful to the world than that of any other man. If there are any who do not wish disturbance there is only one place, so far as I know, where they can be assured of quiet. It is the graveyard. Wherever there is life, there is growth and growth means disturbance, especially if it is growth towards democracy and towards a saner and juster social order.

A NEIGHBORHOOD CLUB

When the people have learned through the use of the school-house as a polling place and as a Forum that it belongs to them and not the school board, they are then prepared to inaugurate its use as a neighborhood club. It cannot be too carefully noted that the Community Center is not charity work nor an uplift movement nor a social settlement. It is organized self-help. It

is not a patronizing effort to give people what you think they need. Nor is it the cowardly attempt to give people what they want. It is the neighborly desire to assist people to choose what they ought to want. Democracy is the organization of society on the basis of friendship and this is the key to the community center ideal.

When the community use of the schoolhouse has been organized democratically, then we are prepared to undertake all sorts of activities. Some of these activities may be described as *social*, such as community dinners, musical festivals, folk singing, especially singing, which is the most democratic and most spiritual of all the arts. The object of these activities is to promote a better acquaintance and the spirit of good-will. A friend said to Charles Lamb, "Come here, I want to introduce you to Mr. A." Lamb replied, with his characteristic stammer: "No, thank you." "Why not?" "I don't like him." "Don't like him? But you don't *know* him!" "That's the *reason* I don't like him." The Community Center operates on the conviction that antagonisms among men are destroyed by better acquaintance.

Some of its activities may be described as *re-creational*, such as dances, games, motion pictures, community dramas,—especially the drama, which is "the ritual of the religion of democracy." The object of these activities is to meet the need for play and the hunger for joy, a need every day more keenly felt under the monotonous grind of our machine age. Aside from the necessary relief, which play brings, its moral and educational value is as great as that of work, and sometimes greater. The Community Center proceeds on the assumption that the play-ground is as important as the school room, that play is re-creation as well as recreation, that it is needed by all alike and that the leisure problem is as urgent as the labor problem.

Some of these activities may be described as *educational*, such as courses of lectures on scientific and literary subjects, the Americanization of immigrants, a branch library, a savings bank. The object of these activities is mutual aid in self-development which is one of President Wilson's definitions of democracy. The Community Center is guided by the principle that education is a life process, that it can be secured only through self-activity and that it ought to be acquired not apart from but through one's daily vocation. When the people of any community perceive the formative principle that the schoolhouse belong to them and that education is not limited to book learning, then the way is at once opened to the community use of the schoolhouse for any kind of co-operative enterprise designed to meet human needs, provided it is never for profit but for the common welfare. It is my conviction that the time is not far distant when the schools everywhere will be used not only to inspire co-operation in buying and selling the necessities of life, but also to direct and operate such enterprises, just as the public schools are now being used in Alaska, under the guidance of the United States Bureau of Edu-

cation, with patriotic and economic results which are highly gratifying. The use of the schoolhouse as a polling place, a Community Forum, and a neighborhood club, are the three chief activities which this movement aims to promote. I have stated them in their logical order, but this may not always be the chronological order. In our world human processes do not move along logical lines, but along lines of least resistance. Therefore community center work frequently begins with some simple social activity and from this evolves into larger activities. To learn to play together is sometimes a wise preparation for more constructive forms of co-operation.

The creation of community centers for the practice of free-men's citizenship is today our most urgent national need. Everywhere men and women are divided into classes according to their personal tastes or self-interest. There are social clubs, sectarian divisions, partisan groups. There are Women's clubs, labor unions, capitalistic federations. There are racial antagonisms, class hatreds, deep social cleavages and misunderstandings, dissimilarities of mind and purpose. It is this condition, this lack of public-mindedness, this lack of social sympathy and mutual understandings, which we have come to regard as a serious menace to our experiment in democracy and which will guarantee its failure if unchecked. Our present urgent task is to discover some means of welding America into a community. For, as Prof. Giddings says, "The primary purpose of the State is to perfect social integration." Social integration can be achieved not by physical but by spiritual means, for a nation is *the will* to be one people. "The Kingdom of Heaven is *within* you." So is the American Republic. A nation is a state of mind. How shall this welding process be effected?

That man has gone far towards finding a good answer to this question, who discovers the true function which the Public School is designed and equipped to perform in the unification and development of community life; when he discovers that it is the appropriate place for the untrammelled exercise of the sacred right of manhood suffrage in a Republic; that it furnishes the ideal platform for a community forum, where citizens may go to school to one another and freely discuss all social and economic questions in order to fit themselves for the practice of citizenship; that it is the logical social center, and clearing house for all enterprises, which concern the common welfare, promoting organized cooperation and preventing needless waste of time and money through burdensome over-head charges and duplication of social activities; when one discovers these community uses of the schoolhouse, he has made a discovery of incalculable value to the progress of American ideals.

FIFTH NATIONAL CONFERENCE OF DEANS OF WOMEN

The Fifth National Conference of Deans of Women met with the Department of Superintendence of the National Education Association in Chicago, February 25, 26 and 27, 1919, with headquarters at the Congress Hotel. About 125 deans of women were registered as members of the conference, and about 250 persons were in attendance at the meetings. The general subject of the program on Tuesday, February 25, was "Readjustment of Education of Women following the War." Dr. Robert L. Kelly, Executive Secretary of the American Council of Education spoke on "Some Phases of the New Educational Leadership of Women"; laying emphasis on the significance of the movement which is bringing European women students into our American colleges and universities, and which is planning to take American women students to European colleges and universities, and on the establishment of pre-nursing courses in our colleges, for women who are intending to enter training in hospitals and become members of the nursing profession. Two strong addresses concerning women in industry and the relation of college women, as leaders, to the present industrial situation, were given by Miss Mary E. McDowell of the University Settlement of Chicago, and Miss Henrietta Roelofs of the National Board of the Young Women's Christian Association. Both emphasized the need of developing a greater group consciousness among women workers, both brain workers and hand workers.

At a luncheon given in the Congress Hotel, the speakers were Dean Georgia White of Cornell University, Dr. Johns of the Bureau of Education, and Professor Paul Monroe of Columbia University. All three speakers dwelt upon the growing influence of the Association of Deans of Women and the large contribution and service to education to be made by the Association.

At the afternoon session on Tuesday, Dr. H. L. Smith of the Federal Board for Vocational Education described the work being done by the government in the "Reconstruction and Reeducation of Wounded Soldiers." "Some Effects of the War on the Higher Education of Women" was the subject of the address given by Dr. Willystine Goodsell of Columbia University. She reviewed the various kinds of war work which have been done by college students and college alumnae, and pointed out needed changes in the college curriculum for women, to make courses of study more vital and more closely related to the life of the community and to the work which college women are called upon to do after leaving college. Miss Helen Bennett of the Chicago Collegiate Bureau of Occupations indicated from her practical experience with employers and with college women seeking positions, the changes brought about in the employment of women during the war, and, more recently, since the armistice was signed. She

concluded her address with some suggestions to deans of women concerning practical points to be observed in preparing college students for future occupations, dwelling especially on the need for greater accuracy in work and for freedom from personal sensitiveness.

A reception was given on Tuesday evening at the College Club by the high school and normal school deans of Chicago.

On Wednesday the members of the conference were the guests of Northwestern University, Evanston. The meetings were held in Harris Hall, and a delightful luncheon was given by the courtesy of the University. The general subject for the day was "Practical Problems having to do with the work of Deans of Women." "The Relation of the Faculty, and especially the Dean of Women to the Student Government Association," was discussed by Dean Katherine S. Alvord of DePauw University;" "How Freshmen may more easily and quickly be adjusted to College Life" by Dean F. Louise Nardin of the University of Wisconsin; "The Work of a Dean of Girls and its Relation to that of a Dean of Women" by Miss Eula Deaton, Dean of Girls, Austin High School, Chicago; "Social Principles" by Dean Florence L. Richards of Winona State Normal School; "The Possibility of a Quarterly Bulletin for Deans of Women," by Dean Mina Kerr of Milwaukee-Downer College; and "The Scoring of Rooms in Residence Halls," by Miss Grace Greenwood, Social Director of the Martha Cook Building, University of Michigan.

The regular business meeting of the association was held on Thursday afternoon at the Ida Noyes Hall of the University of Chicago. The chief business was the discussion and adoption of a constitution for the Association. The members of the conference were then addressed by Dean Marian Talbot of the University of Chicago, who spoke of the history and development of higher education for women at the University of Chicago. The history of the building of Ida Noyes Hall and a description of its plans and purposes were given by women who are in charge of the activities carried on in the Ida Noyes Hall. The members of the conference then had an opportunity to see this beautiful woman's building, and were entertained at a tea as guests of the University.

The next meeting of the Association of Deans of Women will be held in Milwaukee, the first week in July, at the time of the annual meeting of the National Education Association.

REPORTS OF COMMITTEES

A. C. A. Biennial Meeting, St. Louis, March 31-April 3, 1919

COMMITTEE ON FELLOWSHIPS

With the release of many college women from war work the number turning again to graduate study shows a marked increase. This is particularly true in the line of problems connected with large public enterprises affecting the physical, economic or social welfare of large groups of men or leading to a better understanding of other peoples. With the spontaneous universal admiration of France in this war has come a great impulse to know first hand more of her culture. This desire was furthered by France's hospitality in opening her educational institutions to American students.

In August, 1918, M. Petit Dutailis in the name of the Minister of Public Instruction of the French Government offered for an indefinite period two fellowships in the *École Normale Supérieure de Sèvres* to American women graduate students through the American University Union in Europe. These fellowships make the same provision for French and American women, viz., residence, board and tuition. This was a most generous offer, for the institution admits but twenty French women a year and this by competitive examination. This means with the present organization only sixty French women are in training in the school at any time. The fact that 19 women applied for the two fellowships this winter shows that the American women appreciate this wonderful opportunity. So far as we can judge, all wish to prepare themselves to teach French language and literature, with a possible exception of one. It is quite comprehensible that with the requirement of considerable facility in the use of the French language, it would at first draw chiefly from those specializing in Romance languages with a view of teaching them. This will contribute to a more adequate instruction in French in this country, a result surely to be desired. But to limit the opportunities enjoyed at Sèvres to this field would be unfortunate. The advantages of the study of science, mathematics, history or modern languages, together with the exacting training in teaching them, and at the same time acquiring the mastery of another language and acquaintance with French culture should be seriously considered by our college women.

We wish to send only the college graduates who have adequate command of French and who represent our best in scholarship, in all-round qualities of leadership, and who give promise of distinction in the field of education. Among the 19 applicants Miss Rosemary Carr, University of Chicago, 1918, and Miss Helen B. Smith, University of Wisconsin, 1919, seemed to the Committee to meet

all of these requirements best, and we have nominated them for these fellowships to the Board of Trustees of the American University Union in Europe.

The trustees of the *Sarah Berliner Research Fellowship for Women Fund* have decided to turn over this Fund to the trusteeship of the Association of Collegiate Alumnae and the award of the Fellowship to the Committee on Fellowships. The entrusting of this Fellowship to our Association is certainly appreciated by our Committee and we shall endeavor in every way to carry out the purpose of the Fellowship. It is awarded annually and has a value of \$1,000, and is available for research in physics, chemistry or biology in either America or Europe. The Fellowship is open to women holding the degree of Doctor of Philosophy or to those similarly equipped for the work of further research. It will be awarded only to those who give promise of distinction in the subject to which they are devoting themselves. The Committee has awarded this Fellowship to Dr. Olive Swezey, a graduate of the University of California, B. S. 1913, M. S. 1914, and Ph. D. 1915. Since that time she has been connected with the University as a research assistant for Professor C. A. Kofoed of the Zoology Department, and has been instructor in that department. She has published many papers, either independently or in collaboration with Professor Kofoed. She will use the Fellowship in carrying on an investigation which she has in mind "on the neuro-motor apparatus and its relation to the mitotic phenomena of the flagellates." The one who perhaps knows her work best testifies that she has "rare power of analysis and interpretation of material as exemplified in her microscopical analysis of protozoological structure at the limits of magnification. She is a reader, following literature in her field and in its wider relations. She writes lucidly and freely. Her powers of public presentation of her work are exceptionally good. * * * Her critical and constructive ability is as fine as any I have seen in twenty-five years' experience with women in advanced work in zoology in the Universities of Michigan, Illinois and California." Others testify to her tenacity of purpose, to the keenness and accuracy of her powers of observation, and to the perfection of her technique. "Her work as a student in the Department of Zoology was of an exceptionally high character, and the same may be said of her research work in protozoology and other subjects. Her knowledge of this field is especially thorough. She is a woman of unusually keen mind, industrious and efficient." The Committee believes that Dr. Swezey is equipped to carry on research along exacting modern lines and gives every promise of distinction in the field of protozoology.

Our A. C. A. European Fellowship we have awarded to Miss Helen E. Patch, A. B. Mt. Holyoke 1914, with honors in French and Italian. In 1917 she went to Bryn Mawr as graduate scholar

A. C. A. European Fellowship in Romance Languages and Literature and in 1918 was appointed Fellow in the same Department. At the end of this year she will have completed the seminars and courses required for the Doctor of Philosophy degree, and she has begun her dissertation. She has passed the oral language examinations for the degree and must go to France to gain access to the store of unedited material in the Paris libraries which she needs for her dissertation. She has a good reading knowledge of Latin, Old French, Provedencia, Spanish and German, and speaks French and Italian. Miss Patch has a very clear and effective way of presenting material orally and shows accuracy and originality and an enthusiastic interest in her work. She seems gifted in the study of French literature and she has the qualities of observation, imagination and appreciation, and a critical sense which will make her a thorough and appreciative student of literature. From Miss Patch's character and excellent record for scholarship in her teaching, undergraduate, and graduate study, we are convinced that she will honor the Association in her work at the Sorbonne in Paris.

The Committee has awarded the Anna C. Brackett Fellowship to Miss Hildegard Kneeland, Vassar A. B., 1911, and assistant in Physics at Vassar the following year. From 1912-14 she did work at Teachers College in Nutrition and Dietetics, and for the next three years was instructor in Home Economics at the University of Missouri, where she taught Nutrition, Dietetics and House Sanitation, and gave part of her time to extension lecturing through the state. She writes: "While engaged in this work I became greatly interested in the relation of social and economic conditions to the home and to women and children, and decided to take my further training in sociology and the allied social sciences." For that purpose she spent three summer sessions at the University of Chicago studying Sociology, Economics and Household Administration, and for the last two years has been a graduate student in the Department of Sociology at Columbia University, having courses in Sociology, Economics, Statistics and Psychology. This year she has assisted in the Statistics Laboratory for the S. A. T. C. at Columbia and since November has had charge of a course in Sociology and Statistics at Barnard College because of the illness of Professor Moore. She holds this year the Gilder Fellowship in Sociology in Columbia University. Miss Kneeland has the highest commendations from all with whom she has worked for her alert intelligence, her capacity and desire to accomplish more than the assigned work. I might quote from one letter from a professor in the University of Chicago which is illuminating in many ways. "Miss Kneeland is not the laborious type of student which crowds into our graduate schools. She is a person of uncommon and vivid intelligence, with a keen

and sane sense of realities and of the implication of things. She has a much better background of human experience and understanding than the cloistered graduate student. She studies appreciatively, and that involves among other things what I regard as the rare and admirable quality of caring more for what her own wits tell her is the significance of a course of study than for the formal requirement which the instructor may chance to set up. She would be found among the highest grade students in any course which she followed, but one could be sure that she would have done much thinking that was not required, and that she would have made this the first object of her interest." Because of the soundness and breadth of her training, and the marked success she has already attained in her teaching, the Committee thinks she has every prospect of being one of the distinguished Anna C. Brackett Fellows.

The Boston alumnae again offered their fellowship of \$500 "for the purpose of stimulating scholarship among women." The Committee believes that in awarding this fellowship to Miss Martha Jones it is carrying out the announced purpose.

**Boston Alumnae
Fellowship**

Miss Jones is a graduate of the George Peabody College for Teachers, Nashville, Tennessee, from which she received both the bachelor's and master's degrees. After teaching for three years in Southern colleges, she went to Sheffield Scientific School at Yale two years ago, where she has been studying and doing research work in physiological chemistry. She would have completed the work for the doctor of philosophy degree this year, had she not accepted the post of assistant in that department. She has the distinction of being the first woman to hold this much-coveted post. Next year she will devote her entire time to study and research on the subject of sugar metabolism with special reference to infant feeding. Professor Mendel, under whom she is doing this research, states that, "She has demonstrated a fitness for independent work, as well as a capacity to succeed in a given task. She hopes to enter on a career in the domain of chemical physiology. I am confident that she is worthy of encouragement (otherwise she would not have received an appointment as my assistant for the present academic year)." J. S. Denton, President of the Tennessee Board of Control, wrote in August 1917 that "Miss Jones has been in the service of the Tennessee Board of Control for a period of about one year reorganizing the Culinary Departments of the State institutions under our supervision, and establishing standards of diet for the many different classes of inmates and pupils in Blind Schools and Deaf and Dumb Schools, in the Hospitals for the Insane, in the prisons and other institutions of this State. Miss Jones has done highly constructive work while in our employ and demonstrated that she has unusual ability as an organizer, splendid leadership and a very thorough knowledge of the chemistry of

foods, which she applied in a practical and effective manner to the great gain of the inmates of the institutions by reason of improved dietary, and of financial gain to the State by eliminating waste."

Another testifies to her intellectual integrity, perseverance, resourcefulness, breadth of view, enthusiasm, and qualities that seem to indicate a career of useful public service in her field.

Our Committee feels a distinct pride in awarding this fellowship for the third time to Miss Virginia P. Alvarez to complete her last year of medical training, in which she has made a very good record. Her standing at the Woman's Latin-American Medical College of Pennsylvania has been so high that again she has been awarded a scholarship which pays the college fees, a scholarship given only to the best students. Dean Tracy writes, "Such a fertile imagination and enthusiasm for investigation is a quality much to be desired, and when she has completed her undergraduate work, I feel confident that she will accomplish much in the medical profession." She has been making a contribution to medical science while a student here by some medical researches she has submitted from time to time to the Academy of Medicine of Venezuela. During the summer she worked hard in a chemical laboratory to earn money to meet the heavy living expenses, for our fellowship, supplemented fortunately by the scholarship, does not suffice to meet all most necessary expenses. If we are to get the able women we wish from Latin-America and give them the best opportunities while they are here, and then allow them to undermine their health in earning money for living expenses, so that upon their return home they cannot give their entire strength to using the knowledge they have gained here, we are making a grave mistake. This fellowship should certainly be increased to \$1,000 a year.

Miss Alvarez' plans for work in her country upon her return have been presented in the *Journal*. We feel sure that the Association joins the Committee in wishing her every success in realizing them after the successful completion of her last year of study at the Medical School. We feel honored in helping her to gain the training that enables her to serve her country by saving its children.

The Gamma Phi Beta Sorority offered its \$500 Social Service Fellowship for the second time this year. The award was made to Miss Amelia K. MacMaster, who proposes to teach social research and sociology. Miss MacMaster is a woman of considerable experience in teaching and social service work. She received her A. B. degree from Bryn Mawr in 1917 and her M. A. in June last year, with philosophy and social research as her major subjects. She is continuing her studies leading to the

Ph. D. degree, and holding the Bryn Mawr and Intercollegiate Community Service Association Joint Fellowship, requiring part time residence at the Philadelphia College Settlement. She has begun her doctor's dissertation on the subject of *Social Responsibility in Time of Disaster*. She began it by a study of the organization and work of social agencies in Philadelphia during the epidemic of Influenza in October. Her study is to include those agencies in the large cities of this country. She seems to be handling the material in a scholarly and interesting way. She plans to trace the development of the idea of social responsibility among the different peoples from early times down to the present, when individuals and organizations are seeking to repair the ravages of this terrible war. She wishes to use the fellowship for study of Social Theory and Sociology next year at the London School of Economics, University of London.

Miss MacMaster's foundation in philosophy, psychology, education and economics as a preliminary to her special training in social economy seems to us to be an admirable prerequisite for good social service and effective teaching in that field. From her training, her natural endowment, and the opportunities this fellowship will offer her we believe that the Gamma Phi Beta Sorority has every promise of a Fellow who will add distinction to social service rendered by what we hope will be a long list of Fellows.

For these eight fellowships there were 57 applicants, 7 of whom already have the Ph. D degree, one wins it this June, and 8 have only a year more of graduate study to complete the requirements for it. Of the 19 applicants for the two Sèvres fellowships most are seniors now. A few were in last year's class. Only one had done most of the work for the doctor's degree. These are obviously for less mature graduate students.

With the approval of our Committee some apply for all the fellowships for which they are eligible, so there were 84 applications for the 8 fellowships for this year, distributed as follows: Sèvres 19, A. C. A. 10, A. C. B. 27, Boston 22, Latin-Amer. 1, Gamma Phi Beta 2, S. B. 3. The subject-representation was: Botany 1, Classics and Oriental Languages 4, Education 4, English 6, French 22, History 4, Mathematics 1, Medicine 1, Music 2, Philosophy 3, Physiological Chemistry 3, Sociology or Social Research 4, Zoology 2.

Dr. Bertha Haven Putnam, our Alice Freeman Palmer Fellow, began her work at Cambridge, Mass., in early February of this year and continues it until next winter. She remains in Cam-

bridge working at the Library of the Harvard Law School, where she has found much valuable material, until the latter part of April when she goes to London to work in the British Museum, the Public Record Office, and other libraries in England. She is finding the opportunity to make this consecutive study very profitable for her volume for the "Oxford Studies in Social and Legal History."

**Report on Last
Year's Fellows**

Dr. Angie L. Kellogg, our A. C. A. Fellow for the year 1914-15, and Sister Mary Loyola Hayde, A. C. A. Fellow 1918-19, have not yet informed me when they will be able to use their fellowships. The war prevented their enjoyment of them the year of the award. As they are teaching now a leave of absence may be difficult to arrange for next year.

Miss Mary L. Richardson, the Julia C. G. Piatt Fellow, has been carrying on very interesting and profitable work in the Department of Classical Languages and Literature at the University of Chicago, since she was unable to carry out her plan to study at Radcliffe because the courses in that Department at Harvard were very much disarranged by the provisions necessary for the S. A. T. C. She plans to complete the work for the Ph. D. degree next year.

At the conclusion of this report containing so much encouragement for scholarly achievement among our young women, the Chairman must make the painful,—and fortunately very rare,—recommendation that the name of a Fellow of our Association be removed from the list of our Fellows. The acceptance of a fellowship implies agreement to the conditions stated in the announcement of the fellowships. The fulfillment of these conditions is considered an implicit contract between the fellow and the committee. The award is based upon the testimonials submitted by those qualified to judge as to the applicant's health, character, ability, scholarship, and promise, and upon the plan she submits for the use of the fellowship. It is understood that the Fellow will devote herself unreservedly to study and research as outlined in her application; and that she will submit any change in her plan to the chairman for approval; and that she will send two reports on her work, one not later than March 1st, and the other on the completion of the year's work.

It is only after thorough investigation and with the approval of some of those who supported her candidacy most strongly, that the Committee unanimously recommends that the Association remove the name of Phyllis Ackerman, Ph. D., University of California 1917, and A. C. A. Fellow for 1917-18, from the list of our Fellows, and that she be asked to return the \$500 stipend given with that Fellowship. In no respect can Miss Ackerman be said to have met her obligations as a party to the contract or as a Fellow of the Association.

Respectfully submitted,
MARGARET E. MALTBY,
Chairman.

COMMITTEE ON HOUSING

I. *Introductory.*

1—Purpose of the Committee on Housing.

This Committee was created for a two-fold purpose: (1) to formulate the principles of housing reform

and apply them to the United States, so as to outline an adequate and sound housing policy, and (2) to explain this policy to the local branches and aid them in the establishment of housing committees working in co-operation with other local agencies along the lines traced.

2—Fundamental Importance of the Housing Problem.

The future of our country depends on the character of its citizenship, and the character of its citizenship depends on the character of its homes. Human beings are the product of heredity and environment. Heredity is determined at the moment of conception. Environment continues throughout life, but is potent in proportion as it is applied early, while the human clay is still malleable. Our public school system is a gigantic attempt to control the character of our citizenship by controlling the environment of children. It has been wonderfully successful, and yet it has only controlled some five hours out of the twenty-four; for a period, in the case of those who need it most, of only eight years as a rule, and it does not begin until the child is six years old. It is the home which forms nearly the whole environment of the all-important pre-school years and most of the out-of-school hours later. Those of us who have brought up children realize, as perhaps no one else fully can, the power of light and air, quiet and cleanliness, space and beauty, in determining the physical stamina, the temper and temperament, the mental alertness, the character and ideals of our children. Whether we approach the subject from the point of view of health, morals, family life, child welfare, juvenile delinquency, industrial efficiency, or Americanization, the housing problem is fundamental.

About thirty millions of our people, at a conservative estimate, are living under subnormal housing conditions, conditions which fall below the American standard shortly to be cited. At least ten millions of them live under conditions which actively produce degenerative changes. If we permit children to grow up in damp basements, in dark bed-rooms, in tumble-down shacks, and indecently crowded tenements, we need not be surprised that hospitals, sanitoriums, prisons, reform schools and institutions for the feeble-minded are filled to overflowing.

3—Housing and the War.

This was all true before the war, but many more people are aware of it now. The war has quickened our sense of social justice, aroused us to the sacredness of human life and the need of child conservation, awakened a belief in the possibility of that equality of opportunity which constitutes real democracy, and re-

vealed the danger of large unassimilated alien groups in our midst who have no love for America or its ideals. When one sees the places where many of them have to live, one wonders why they should have.

More specifically, the slowing up of our ship-building program and our munitions program in 1917 because of the lack of proper housing accommodations for the great army of workers required, and the tardy, but energetic, entry of the national government into the field of housing, have opened the eyes of many, who never troubled to think of it before, to the enormous economic waste involved in our customary labor turn-over, and to the fairly obvious fact that the efficient workman is the contented workman, and that, even with high wages, a workman is not contented unless he has a comfortable home to go back to when the day's work is over.

It is only as a war emergency measure, to be sure, that Congress has appropriated \$50,000,000 for the housing of Shipping Board employees and \$60,000,000 for the housing of other war workers. But the fact that our national government is now itself building garden cities for working men and is lending its money to housing companies for similar enterprises under government supervision is bound to have a large measure of influence on the future of housing in this country, and will greatly facilitate the adoption of some of the measures to be enumerated later.

4—Responsibility and Opportunity of the Association of Collegiate Alumnae.

The problem of securing wholesome homes for wage earners is going to be an increasingly absorbing one in the United States, and women's organizations are going to play an increasingly large part in its solution. It is of the utmost importance that their efforts should not be scattered, but concentrated, and that they should be concentrated in the right direction. The Association of Collegiate Alumnae is better fitted than any other group to determine this "right direction" amid the many conflicting claims which are set up. It is better fitted because its members have trained minds and the habit of critical analysis; because many of its members are mothers, who realize with especial vividness the influence of environment on child life; because among its members are to be found architects, physicians, social workers, and social economists—representatives of all the professions covering the approaches to the housing problem, and finally because, as an organization, it has always been distinguished for a deep sense of its responsibility to the community.

If the Association of Collegiate Alumnae, through its national committee on housing, can assist in mapping

out a sound American housing policy, and through the housing committees of its local branches, spread over the length and breadth of the country, can steer other organizations along the charted courses, it will have performed a public service of the very first magnitude.

5—Two-fold Nature of the Housing Problem.

The housing problem has two sides, one positive, the other negative. It is the problem of obtaining the good house and of preventing the bad house. Moreover, the good house must be obtainable at a price which the unskilled wage-earner can afford to pay. It is impossible to say that the solution of one side of the problem is more important than the solution of the other side, since both are essential. They are bound together like the Siamese twins, and neither can make progress unless the other moves too.

So far as public action is concerned we have confined ourselves in the United States (previous to the federal action forced by the war, and with the exception of the work of the Massachusetts Homestead Commission and a housing loan experiment in Oklahoma) to the negative side—to preventing the bad house by restrictive legislation. We have assumed that private business initiative and the law of supply and demand would take care of providing the good house.

As a nation, we held open a wonderful door of opportunity to the workingman through the Homestead Law, so long as the supply of farm-lands in the West held out, but we did not call that housing. And when the supply of quarter sections was exhausted, it did not occur to us that there was any other way of keeping the door open.

Meanwhile, the nations of the old world had been cutting through a door of their own, which has been one of the chief factors during the last quarter of a century in lowering death rates and raising the status of the working classes.

II. *The American Standard in Housing.*

1—What the Standard Involves

We accept as the American standard in housing the following formulation by the Committee on Standards of Living and Labor of the National Conference of Charities and Correction of 1912. (Proceedings, pp. 391, 392.)

"The Right to a Home. Social welfare demands for every family a safe and sanitary home; healthful surroundings; ample and pure running water inside of the house; modern and sanitary toilet conveniences for its exclusive use, located inside the building; adequate sunlight and ventilation; reasonable fire protection; privacy;

rooms of a sufficient size and number to decently house (sic) the members of the family; freedom from dampness; prompt adequate collection of all waste materials. These fundamental requirements for normal living should be obtainable by every family, reasonably accessible from place of employment, at a rental not to exceed twenty per cent of the family income."

2—Cottage versus Tenement.

The best type of home, to be encouraged wherever practicable, is the single-family detached house surrounded by a yard. Of decreasing desirability, in the order named, are the semi-detached single-family house, the single-family house built in rows, the two-family flat with separate entrances, and the multiple dwelling.

3—Economic Cost of the American Standard in Housing.

In a paper read at the Fifth Annual Conference of the National Housing Association in 1916 (Proceedings, p. 5) Dr. John Nolan, the city planner, put the matter very succinctly.

"(1) The minimum desirable house of four or five rooms cannot be provided in the United States, even under favorable conditions, for less than about \$1800 or \$2000—that is, for house and lot, with street improvement, essential public utilities and neighborhood recreation.

"(2) A house costing that sum cannot be offered on the basis of an economic rent of, say, 5 per cent or 6 per cent net, for less than \$15 per month.

"(3) Unless a wage earner with a normal family of wife and three dependent children has an income of \$15 a week, or \$800 a year, he cannot afford to pay as much as \$15 a month rent.

"(4) More than one-half of all workingmen receive less than \$15 a week."

Dr. Nolan was referring to single-family houses, and his average cost, in view of the great differences in cost of land and substantial differences in cost of building in various parts of the country, was admittedly a rough one, but no one has seriously suggested that it was too high. Returns from the National Housing Association questionnaire on workingmen's dwellings, sent out during the summer of 1916, bear out the figures named. The few instances falling markedly below them, such as the negro village of Titustown, Virginia, sacrificed several items of the standard. Four room-and-a-bath row houses on small lots could be had in Philadelphia before the war at \$1750. The Sanitary Housing Company of Washington, D. C., has been able to produce two-family flats of three and four rooms and a bath at an average cost of \$1200 per family, but the

rooms are extremely small. On the other hand, the City and Suburban Homes Company of New York has spent an average of something over \$2200 per family, and the majority of their apartments contain only two or three rooms and no bath.

Advances in building costs since 1916 would add \$300 or \$400 to Dr. Nolen's estimate.

(2) This is simply a matter of arithmetic. Ten per cent gross is the usual basis on which real estate men figure a six per cent. net return.

(3) This is an under-statement on the basis of twenty per cent. of income for rent, usually adopted by sociologists.

(4) Dr. Nolen's statement that one-half the workmen in the United States receive less than \$15 per week is intentionally conservative. Public Health Bulletin No. 76 (U. S. Treasury Department, March, 1916) states that in recent years from two-thirds to three-fourths of the male workers of the United States of eighteen years of age and over earn less than \$15 a week, and that the total *family* income of more than one-half the wage earners in the principal manufacturing and mining industries was less than \$750 a year. Wages have gone up since 1916, but except in a few war industries, not enough to invalidate Dr. Nolen's statement, even disregarding the added cost of building. In February, 1918, the New Jersey Commission on Old Age Insurance and Pensions reported that two-thirds of the wage earners of New Jersey have an income of less than \$780 a year.

The conclusion is unavoidable that the American standard of housing is unobtainable by ordinary business methods at a price which the unskilled laborer can pay.

III. *Restrictive Housing Legislation.*

1—Definition.

Restrictive housing legislation is that form of enactment which aims to prevent the erection of bad houses through the establishment and enforcement of minimum standards of light, ventilation, sanitation and safety. It may also prevent dirt and dilapidation by establishing and enforcing standards of maintenance.

2—Examples.

Familiar examples of restrictive housing legislation are the New York tenement house law, the New Jersey tenement house law, the California tenement house law, the Indiana housing law, the Michigan housing law, Minneapolis housing law, the Cleveland tenement house ordinance, the Berkeley (California) and Columbus (Ohio) housing codes. Many cities have not developed

beyond the stage of scattered housing provisions in their health and building codes.

3—Necessity.

Good restrictive housing legislation is essential to any solution of the housing problem. For so long as bad houses are permitted to exist, tenants will be found ignorant enough or unfortunate enough to live in them, and landlords will be found who will make no improvements which the law does not enforce.

4—Shall Legislation be National, State or Local?

The state is the best unit for restrictive housing legislation. A national law would be a constitutional impossibility. Local enactments are advisable before a state law is secured, or to raise its standards; never as a permanent substitute.

5—Scope of Enactment.

The state law should be state wide; not simply for first class cities, or the like. Even rural districts have their housing problems, and it is always better to prevent an evil than to have it to cure. A housing law is better than a tenement house law, since it deals with all classes of dwellings, and an insanitary one or two-family house is just as harmful to those living in it as though it were a tenement.

6—The Model Law.

The Veiller model law affords a satisfactory basis for restrictive housing legislation (A Model Housing Law, Lawrence Veiller, 1914).

7—Law Enforcement.

Unremitting struggle for enforcement is necessary after a satisfactory law has been secured.

8—Limitations of Restrictive Housing Legislation.

Restrictive housing legislation is negative. It can prevent the bad; it cannot produce the good. In practice, it cannot set its standards above the point (or having set them, cannot enforce them) where it would cease to be commercially profitable to house unskilled workers at a rental they can afford to pay, unless, indeed, there is an adequate non-commercial supply of good houses for them.

Except where the government builds houses or supplies the necessary capital to build houses extra-commercially the only answer of restrictive housing legislation to a house shortage is the relaxation of its own standards. The experience of San Francisco after the earthquake affords a striking illustration.

IV. *Model Housing as Found in the United States.* (i. e., Under private initiative.)

1—Use and Limitations of Model Housing.

(1) Model housing under private initiative is useful in setting standards.

(2) It can never solve the housing problem, even in conjunction with restrictive legislation.

(3) It would be sociologically undesirable if it could be done.

2—Classification.

All housing enterprises undertaken under private initiative fall into five classes:

(1) Philanthropic—no profit for anyone. Either rental just pays the up-keep, or difference between rental and up-keep, as in the Peabody Foundation of London, goes back into the trust fund to build more houses.

(2) Semi-philanthropic—dividends limited, usually in the United States to five per cent. The founders' motives, in this class of organization, are generally purely philanthropic; the stockholders' motives mixed.

(3) Chamber of Commerce housing companies. The dividends are often limited, as in the second class. This type is a recent development, largely called forth by the expanding industries connected with the European war before our entrance into it. The motives of the founders as well as the stockholders are generally mixed.

(4) Housing by employers of labor. The motives here are from mixed to wholly commercial, and the standard of housing all the way from very good to very bad.

(5) Commercial. This is the ordinary business enterprise of the speculative builder and landlord. the highest possible profit is sought.

3—Extent and desirability of the Several Classes.

(1) The purely philanthropic housing enterprise is almost unknown in the United States and should not be encouraged. The effect is clearly pauperizing.

(2) The semi-philanthropic type is much more developed in this country, but its out-put is still only a drop in the bucket. The City and Suburban Homes Company of New York, the Sanitary Housing Company and Sanitary Improvement Company of Washington, the Schmidlapp houses in Cincinnati, the houses erected by the Octavia Hill Association in Philadelphia, and those of the Boston Cooperative Building Company suggest themselves as well-known examples.

Somehow, the "philanthropy and five per cent." enterprises do not attract any large amount of capital. The average American of wealth prefers to keep his

business and his philanthropy separate. Probably his instinct is sound.

Even if this form of housing could be greatly extended, it would be open to criticism as involving a certain humiliation of the great mass of unskilled laborers. Why should half the population of the country owe their chance for a decent home to any man's benevolence?

(3) This type is sociologically better than either (2) or (4), but is still objectionable and undemocratic. Chamber of Commerce housing companies usually spring from a mixture of public spirit and the desire, on business grounds, to attract or hold industrial enterprises. Capital does not flow freely into them unless the commercial spirit is strong. The Bridgeport and Kenosha Chambers of Commerce successfully launched million dollar companies. The Chambers of Commerce of Evansville, Cincinnati and Pittsburgh could not get beyond the prospectus stage.

(4) Employers' housing enterprises must often be welcomed as bringing about greatly needed sanitary improvements or affording relief from a house famine. But they are open to serious objection from a sociological point of view. They tend to destroy the workingman's independence. The instinct of the average wage earner who objects to living in a company house is sound. To rely solely or mainly on industrial housing would be to return to feudalism.

(5) It has already been shown in II-3 that it is an economic impossibility for commercial enterprise to make satisfactory housing provisions for unskilled labor, because there is no profit in doing so.

V. *Town Planning.*

1—Necessity.

Town planning is essential to housing reform. It looks ahead, sees in the large, plans for the future. Properly used, it will prevent the erection of new slums.

2—What it can do.

Zoning ordinances, restriction of height of buildings, of the area of a lot that may be covered, of the number of houses to the acre, assure light, air and space for future dwellings. Districting by use, a rational system of lot subdivision, the laying out of streets not too wide nor too expensively paved, with workingmen's houses in view, assure building sites which do not take on speculative values.

3—Land Purchases by German Cities.

If it were constitutionally possible to follow the common-sense business methods of German cities, which acquire large tracts of land in order to control real estate values, we could accomplish much more.

4—Tax Reform.

Charging a higher rate on land than on improvements will help by making it unprofitable to hold land idle.

5—State System of Planning Boards.

A system of official local planning boards, as in Massachusetts, should be installed in all of our states. These boards should, however, be under central control, which is not the case in Massachusetts.

6—The Canadian Draft Act.

The Town Planning Act drafted for the provincial legislatures by the Canadian Commission of Conservation, with necessary alterations to fit our local circumstances, would form a satisfactory basis for legislation. Copies may be had by writing to Mr. Thomas Adams, Town Planning Adviser of the Commission of Conservation, Ottawa.

7—Limitations of Town Planning.

Town planning provides a framework, but no content. It does not build a single house.

VI. *Constructive Housing Legislation.* (Model Housing under Public initiative.)

When, under the artificial conditions of modern city life, some essential is not readily attainable by the individual citizen through his own efforts, or through commercial enterprise, what follows? The answer is Community action.

1—Definition.

Constructive housing legislation is that form of enactment through which the community itself undertakes to provide suitable homes at cost for such of its citizens as are not otherwise supplied.

2—Classification.

The community may act either directly or indirectly. Municipal housing is direct. The loan of public money to a housing association or to an individual workingman is indirect. Both are constructive. Our national government, in its war housing activities, is following both methods. Public initiative in housing legislation shows itself in three main forms—municipal housing, government loans to associations, and government loans to individual workingmen.

(1) Examples of municipal housing are the municipal tenements of London and Liverpool, the garden suburbs of White Hart Lane and Hampstead, the municipal apartments of Düsseldorf, and the detached cottages built by the city of Ulm. During the year 1915, 182 urban and rural local authorities in England and Wales, exclusive of London, constructed 4408 dwellings at a cost of £1,125,176.

(2) Government loans are made to two classes of non-commercial housing associations—the semi-philanthropic organizations, like our limited dividend companies cited, and the cooperative groups of workmen who intend to live in the houses after they are built. These are especially frequent in England, Germany, Denmark and Italy.

The advantages of the government loan are a plentiful supply of capital, a low rate of interest, repayment spread over a long time, and the stability which goes with government supervision.

In Germany the Old Age and Invalidity Insurance Institutes had lent for housing purposes up to the end of 1914 a total of 532,541,142 marks. Prussia had a housing fund amounting in 1911 to 114,000,000 marks. Other German states and the imperial government have similar, although smaller, housing funds.

(3) The third form of community aid is a government loan to the individual workingman who wishes to build a home. American Building & Loan Associations have done a great work among people of moderate means and skilled workers. They do not meet the needs of the unskilled worker because their rate of interest is too high and the time within which the loan must be repaid is too short for their saving capacity.

In New Zealand the government loan is made through the postoffice directly to the workingman, with a wonderful absence of red tape, and excellent results. In Belgium the State Savings Bank deals with the workingman indirectly through a non-commercial loan association. The same system is followed in France.

3—Geographical Extension.

The United States is the only progressive occidental country which does not have constructive housing legislation. It is found in Great Britain, Belgium, Germany, France, Italy, Austria, Hungary, Spain, Holland, Norway, Sweden, Denmark, Rumania, Switzerland, Luxemburg, Chile, Argentine, Brazil, Cuba, Australia, New Zealand and Canada. The oldest of these laws which really worked is the Belgian Act of 1889. The British Acts are of 1890 and 1909.

4—Necessity of Constructive Housing Legislation.

Constructive housing legislation, providing directly or indirectly for a supply of houses, is necessary in any well-rounded program.

5—Type of Constructive Legislation.

We should have in the United States all three

forms of public activity described. It has been found that the best results have been obtained through the rivalry of municipal housing with housing by associations, were both were encouraged to develop. The individual loan is needed, on the other hand, for the man above the average in initiative and ambition.

6—National and State Legislation.

Our constructive housing legislation should be both national and state.

(1) National legislation should provide for housing loans. This might be done through a housing fund obtained by direct appropriation, like the present housing funds of the Shipping Board and the Department of Labor, or by bond issue. It might be done by amending the Federal Farm Loan Act to permit loans for housing on the same terms as farm loans. Or it might be done by amending the Postal Savings Act, so as to permit some safe percentage of the postal savings deposits to be used for housing loans. The low rate of interest paid on these deposits would permit a correspondingly low rate of interest to be charged on the loans.

A Federal Housing Board should act as a center of information and could exert a strong influence on local standards through the power to grant or withhold loans, exactly as is the case with the Federal Board for Vocational Education.

(2) State legislation should also provide for housing loans, (Oklahoma has made a beginning) and for an administrative board controlling the assignment of loans and having jurisdiction over a statewide system of local housing and town-planning boards; officially appointed, but including private citizens, like the Belgian *comités de patronage* so extensively copied in other European countries.

The present activities of the Massachusetts Homestead Commission in direct building are to be commended because of the need of a demonstration of what can be done by a public body. But, except for educational purposes, the city is a better unit than the state for direct building enterprises.

VII. Summary.

The Association of Collegiate Alumnae should advocate a housing reform program based on an adequate housing standard and including restrictive and constructive housing legislation and town planning.

The Committee would recommend that the Association pass the following resolution:

WHEREAS, The future of our country depends on the char-

acter of its citizenship, and the character of its citizenship depends on the character of its homes; and

WHEREAS, A substantial proportion of unskilled workers and their families are living under conditions which are a menace to health, morals and family life; and

WHEREAS, Present methods of dealing with the housing problem in this country have proved wholly inadequate; therefore be it

Resolved, That the Association of Collegiate Alumnae advocate a housing reform program based on an adequate housing standard to be attained through restrictive and constructive housing legislation and town planning.

Respectfully submitted,
EDITH ELMER WOOD,
Chairman.

COMMITTEE ON INTERNATIONAL RELATIONS

The Committee on International Relations was authorized at the Washington Convention in April, 1917, and was appointed at the Chicago Council meeting in April, 1918. Its membership is as follows: Chairman, Dean Virginia C. Gildersleeve, Barnard College; President, M. Carey Thomas, Bryn Mawr College; President Ellen C. Sabin, Milwaukee-Downer College; Dean, Lucy Ward Stebbins, University of California; Miss Mabel Hurd Skinner, Head of Union, Victoria College, Toronto University; Mrs. Marvin B. Rosenberry, ex-officio; Mrs. Gertrude S. Martin, ex-officio.

Because the Committee is so scattered it has been impossible to secure full attendance at any meeting. The first meeting was held at Barnard College on June 10, 1918. On December 6, 1918, the Committee held at Radcliffe College a conference jointly with the Committee on War Service Training for Women College Students of the American Council on Education and the women members of the British Educational Mission, at which representatives of a number of colleges were present. On February 7, 1919, certain members of the Committee held a conference with certain members of the Committee on Foreign Students to discuss the interests which the two committees have in common.

One of the most important questions considered by the Committee has been the organization of A. C. A. branches in foreign countries, or affiliation with organizations of college women already existing elsewhere. Dr. Caroline E. Furness of Vassar College has been representing the Association in Japan, and has recently reported that a branch has been organized there. She feels that American women might do much to aid the Japanese in educational lines, especially by the establishment of additional scholarships for Japanese girls in this country, not only in colleges but in technical schools and preparatory schools. The Committee has opened correspondence with a group of University of Michigan graduates in China, with the hope of starting a

similar branch there. Miss Eveline A. Thomson of Constantinople College, who has been for some months in this country and is about to return to the near East, has undertaken to investigate the situation in Constantinople and to attempt to organize a branch, or college club of some sort, there. As a result of our conversations with the women members of the British Educational Mission, the Federation of University Women in Great Britain is appointing a Committee on International Relations, with which the Chairman of our Committee hopes to confer in London next July.

The Committee believes that the establishment of foreign branches and the affiliation with organizations of university women in other countries will be of great advantage to American college women. Such work is necessarily slow, for postal communication with foreign countries has been much interrupted during the last year. Possibly out of these developments there may ultimately emerge an international association of college women.

Meanwhile it will doubtless be well for the Committee and the Association to consider a suggestion made in a letter from Dr. Furness just received, to the effect that some modifications be made in the regulations of the constitution concerning branches, in order to fit the needs of the college women of Japan and other foreign countries.

It has been several times suggested to the Committee that the Association undertake to found scholarships in American colleges in foreign countries or to aid financially in other ways such institutions. At its meeting in June the Committee decided that in its opinion it was not within the province of the Association to give financial assistance to any college, either at home or abroad, or to recommend to its branches that they give financial assistance. The Committee thought, however, that the Association should take a most friendly interest in foreign colleges and aid them in any other way within its power.

At the conference at Radcliffe College already mentioned, when the two women members of the British Educational Mission were present, there was a very interesting discussion of the relations between Great Britain and the United States. The following resolutions were adopted:

Resolved, That it is the sense of this meeting that it is highly desirable that free access to all possible graduate opportunities in instruction and research in Great Britain be offered to American women students, and that proper facilities to give due publicity to these be secured.

Resolved, That it is the sense of this meeting that as far as degrees in British universities are open to American students, they should be open to women as well as to men.

Resolved, That it is the sense of the meeting that English universities should not be asked to modify their degrees with special reference to American students.

Resolved, That it is the sense of this meeting that all steps taken in the establishment and maintenance of an Institute of International Education shall contemplate representation of women's colleges in the committees of control.

Resolved, That the meeting approve, as a good plan for additional scholarships between British and American universities, the plan according to which the country from which the student comes should supply the money stipend, and the country receiving him or her should supply free board and tuition.

After the tragic death of Rose Sidgwick of the British Mission several members of this Committee became concerned in the establishment of a Rose Sidgwick Memorial Fellowship, to be open to English women in American colleges and universities. A Committee to secure the necessary money has now been organized, made up of representatives of several educational institutions and organizations and a few individuals who are especially interested. During the tour of American colleges and universities which she had just concluded, Miss Sidgwick had everywhere left a deep impression of her gentle and lovable personality, her open-minded eagerness to learn, her ready enthusiasm for all that was good in American education, and her fine expression of the highest type of English scholarship. Her American friends hope, in creating this Fellowship, to found a lasting tribute to her character and services and an additional bond between the English speaking peoples.

In the conference with the Committee on Foreign Students the scholarships for French girls in existence in this country this year were discussed at some length. The extending of friendly aid and hospitality to these students has been, of course, the province of the Committee on Foreign Students, but certain problems regarding the future plans for foreign scholarships belong to the Committee on International Relations and will have to be dealt with within the next few months. The whole question of the best way of securing and administering scholarships and fellowships for American students abroad and foreign students here is of course of extreme importance.

The Committee is interested also in bringing about the exchange of women professors between our colleges for women and foreign universities.

Plans are being discussed for a headquarters in Paris which shall be a center of information and sociability for American and British university women. These have not yet crystalized into very definite shape, but the Chairman of this Committee has been in touch with a group at the Women's University Club in New York interested in the project, a group in Paris, and the American University Union.

One of the most important duties of the Committee during the first year of its existence has been to find out what was already being done in this field by other organizations and to coördinate its own work and future plans with these efforts. Be-

sides keeping in touch with the Committee on Foreign Students and the Committee on Fellowships of the Association, it has been in communication with the Committee on International Educational Relations of the American Council on Education, the Association of American Colleges, the Women's University Club of New York City, the Young Women's Christian Association's Department for Foreign Students, and finally the new Institute for International Educational Relations, shortly to be opened in New York City. This Institute, which is to be partially financed by the Carnegie Endowment for International Peace, and of which Professor Stephen P. Duggan is to be the Director, will, it is hoped, become the official center and clearing house for all activities in the field of international educational relations. Our Committee should certainly endeavor to work in the closest cooperation with this new Institute, to keep it in touch with the great body of college women throughout the country, and to aid and supplement its efforts in every way.

The range of interests open to the Committee has been so vast, and the difficulties in the way of carrying on the work rapidly have been so considerable, that it may well appear to the Association that very little has been accomplished during these first ten months. The possibilities for future usefulness along these lines seem limitless, and certainly no time has ever been more promising or more critical than the present for the development of international relations.

Respectfully submitted,

VIRGINIA C. GILDERSLEEVE,

Chairman.

COMMITTEE ON FOREIGN STUDENTS

Although the arrangements for bringing to this country a body of French girls to enter our American colleges last autumn were made by another association than ours, viz.: the Association of American Colleges—their arrival was the outstanding fact for this committee during the current year. In anticipation of their coming a letter was sent to each branch president, asking her to appoint a Committee on Welcome and Hospitality. The replies were prompt and generous, showing a genuine desire to do all that was possible for the prospective guests, who had embarked on what was, for girls of their country, so unusual an adventure. These warm assurances of sympathy and good will came not only from localities to which students had been assigned, but from other branches as well. They offered to furnish French-speaking travelling companions from their membership, to raise supplementary funds if needed, to provide for vacations, and in general to welcome the newcomers very warmly into the fellowship of college women. Forty-nine of the one hundred and thirteen girls passed through Chicago, where they were met on their arrival and all further arrangements made for them. Under the leadership of Mrs. Hilton, president of the Chicago Branch, forty-two of these

girls were entertained at dinner, when many notables were present, and the French consul and Mrs. Stocks Millar, one of the committee of selection, were the speakers of the occasion. The Minneapolis Branch promptly held a reception for the twelve girls within its sphere of influence, and other friendly attentions followed. The branch provided private homes for two of these girls, and the Woman's Club of Minneapolis made a Christmas present of fifty dollars to each of the French girls in that city. Of the two in the University of Minnesota, one is specializing in industrial chemistry and the other in juvenile law. A meeting of the Washington Branch was arranged in December for the three French girls who had been placed in that city, and the two at Goucher College. Prof. Gerlach of the French High Commission, was the speaker. A similar meeting was held at Boston in February, when the branch was the guest of the Women's Graduate Club of Boston University, the meeting being held at that institution. Captain Andre Morize, of the French Military Commission to Harvard, spoke on "Some Ideals gained from the war, for Education." There were present "the two French girls at Smith College, the one at Mount Holyoke, two from Wellesley, two from Jackson, two from Radcliffe and one from Simmons. These French girls were very happy to hear a compatriot of their own, and expressed great appreciation of the courtesy shown them. There were present also three Chinese girls, and five Greeks from Simmons College. The Greeks formed an interesting group. Before the war these girls were sent to study at Simmons, in order to qualify themselves to carry on a similar institution at Athens. Money for this institution had been left by a Greek, and the building had been erected by an American architect. Queen Sophia was chairman of the committee in charge of the enterprise. But as the war wore on the money for these students ceased to come, and they appealed to the local Committee on Foreign Students. This committee provided the money for one of these girls, who graduates this June; on their appeal, a philanthropic woman undertook the support of a second girl, and efforts were made to find work for a third, who had already graduated, but, owing to the conditions of travel, had been unable to return to Greece. In addition, the committee "actively interested themselves to ascertain what the Greek colony might be able to do for their compatriots, and a professor of Greek from Brown University going to Athens under the Y. M. C. A. kindly consented to make a direct appeal to those in charge of this fund in Athens." In addition to the meeting just described, the Boston committee is planning "a smaller and more intimate social occasion for the foreign girls." The last report which we have received in regard to the French students—from Baker University, Kansas—is typical of them all: "They are charming girls, and seem to be very happy both in their work and their association with the students—they are acquiring the language rapidly, they study faithfully."

But while we were so fortunate as to have this influx of French students, the number of Latin Americans was small. According to a statement of the Pan American Union, twenty such students won scholarships in this country—consisting usually of a remission of tuition fees—but owing to the conditions of travel five only reached the United States.

The young Cuban girl, Mercedes Cubria, whom we had succeeded in placing in this country, is doing well in a good high school preparatory to entering college or taking up kindergarten work.

In September last we learned from Miss Cleo Wakefield, a member of the Association now in Chile, of an important Chilean commission on its way to the United States. Its members were Mr. and Mrs. Salas Marchian, the former of whom is to spend a year in this country studying our normal schools; Mr. and Mrs. Enrique Molino and Mme. Labarca. Mr. Molino is to study American universities. Mme. Labarca, whose special field is the organization of high schools, holds a master's degree from Columbia, is the Directora of a Liceo de Niñas in Santiago, has written several books, and was the inspirer of the first woman's club in Chile. Mrs. Lansing has appointed her a member of the Pan American Committee. Your chairman wrote promptly to Mme. Labarca, and has supplied these distinguished visitors with the names and addresses of members of our Association at various points in the country which they were likely to visit. We commend them to the hospitality of our branches wherever they may be.

During the year we have established a Latin American news service, through that branch of the Associated Press. They have used, so far all, the copy we have sent them, having stipulated only that the articles should be *news* and of "reasonable" length. Among those sent were a notice of the reappointment of Senorita Alvarez to the Latin American fellowship, with a sketch of her admirable work, and brief accounts of the summer courses at Smith and Vassar, the war work of the A. C. A., and others of like nature. While the war offered many available topics, the demands which it made upon everyone's time and strength lessened the number of contributors. With the return to normal conditions we shall hope to develop this service.

During the year Miss Hope MacDonald of Minneapolis has been added to the committee.

ELIZABETH M. HOWE,
Chairman.

REPORT OF THE A. C. A. REPRESENTATIVE IN THE NAPLES TABLE ASSOCIATION

The representative of the A. C. A. in the Naples Table Association is obliged, this year, to make a very short report for the activities of the Association have been almost wholly interrupted by the war. The work of the Zoological Station at Naples is un-

der entirely new management and not well known; and there have been of course no American students in Naples. Consequently the usual contribution was withheld in the spring of 1918. No prize was awarded in 1917 or in 1918; and no prize is offered for 1920.

At the meeting to be held in a few weeks, the Association will, of course, determine its reconstruction policy. In the meantime, it is our privilege to stand behind it by the pledge of our continued support to its constructive efforts to further the scholarship of women.

MARY WHITON CALKINS.

NATIONAL EDUCATIONAL LEGISLATION COMMITTEE

The War, and our deep interest in War Work, has certainly taught us many things—among others, these two:

The need for enlightened Community Service on the part of us all; the especial need of better and better educational opportunities for the boys and girls, and, too, the men and women, of every community.

It may be for these reasons that a number of our A. C. A. Branches are reporting unusual activity in work along educational lines, some, even, in connection with educational legislation. We may feel encouraged to hope, therefore, that college women are waking up to the fact that the welfare of the schools depends very much upon the bills that are passed, or are not passed, in the State Legislatures, as well as in Congress itself.

In the first place must be mentioned the suggestions made by the National Chairman as to lines of work for all the Sections.

First, each individual branch was asked to study, and, if possible, to endorse, Senate Bill No. 4987, creating a Federal Department of Education, and apportioning funds for various educational needs. Second, topics of vital interest, because of conditions disclosed by the draft, were tabulated for study by the Education Committees of the different branches, or by the branches themselves as a whole. Some of these were: Vocational guidance in the schools; Americanization; the problem of the sub-normal child; the prolongation of school life for the boy and girl; improvement of rural education; so-called "socialization" of the school curriculum.

A summary of the reports from each section follows:

1. *North Atlantic Section*, Mrs. Frank J. Severance, Chairman.

The New York State Committee on Educational Legislation has been working hard to procure from the Legislature higher salaries for teachers, and better conditions for rural education.

Six of the nineteen branches responded to the request for a report. Most of them give encouraging accounts of work done along the lines of: Equal pay for equal work for men and women in schools; equal opportunities for advancement; vocational guidance in schools; prolongation of school life;

elimination of adult illiteracy; protective legislation for women and children.

2. *South Atlantic Section.* No report.

3. *N. E. Central Section,* Miss Mary L. Hinsdale, Chairman.

Three branches report that they are interested in educational legislation, and especially in increased salaries for grade teachers; also in vocational guidance and in Americanization problems. One committee tells of giving time, energy, and actual hard work, in trying to have the right kind of members elected to the School Board of Education. Mention is made of discussion at Branch meetings of protective legislation for women and children.

4. *S. E. Central Section.* No report.

5. *N. W. Central Section.* Mrs. M. E. Huntington, Chairman.

The Chairman speaks of the interruption of all A. C. A. work by the influenza, but reports for three branches: Interest in Americanization work, and the raising of scholarships for French girls in the State University and in Carleton College.

6. *S. W. Central Section.* No report.

7. *N. Rocky Mt. Section.* Dr. Grace R. Hebard, Chairman.

Report promised, but not received.

8. *S. Rocky Mt. Section.* Miss Caroline Hopkins, Chairman.

Two branches report Educational Legislative Committees, one of them working for certain educational Bills now pending. With an A. C. A. member in the State House of Representatives, the Denver Branch hopes for effective educational legislation.

9. *North Pacific Section.* Miss Emma Griebel, Chairman.

Three out of the four branches report interest in pending legislation, especially in protective laws for women and children, equal pay for equal work in schools; physical education legislation. One branch is studying the curriculum of each Western University and College.

10. *South Pacific Section.* Mrs. F. C. Turner, Chairman.

The nine branches have all been urged to consider, and, if possible, endorse, certain Bills before the Legislature, especially one increasing the school apportionment per pupil, and others providing for the right kind of physical education for every boy and girl of every grade.

Certain branches have aided in promoting a more adequate School of Education at the State University; in urging protective legislation for women and children; in encouraging constructive Americanization work in connection with the public schools, being particularly interested in the appointment of Home Teachers, and in the planning of a course of lectures on "Americanization Problems" for the benefit of teachers as well as of the public generally. A

"Keep our Children in School" Drive in one city was aided by members from the local branch. This same branch has had several programs on pending legislation, one being particularly interesting, in that the speaker was the Chairman of the Committee on Education for the State Assembly, and she, a woman!

The Committee hopes for even greater interest on the part of the branches next year—and in consequence, greater results. Will not A. C. A. members give real aid to all who are striving to improve education? Will they not become more and more "community-minded?"

(Signed) **ELSIE LEE TURNER**, Chairman.

COMMITTEE ON VOCATIONAL OPPORTUNITIES

The Vocational Committee has attempted no new work since its report to the Chicago meeting. Early in the fall an attempt was made to bring the list of vocational committees up to date, and a letter asking for the name of the chairman for the year was sent to each branch. The report from the branches was as follows:

Branches reporting vocational committee—60.

Branches reporting no vocational committee—20.

Branches not replying—10.

Some branches that did not reply had vocational committees last year. Communications are therefore being sent to the former chairmen in the hope that they exist. The monthly letter goes to 85 persons.

As the fall meetings in many branches were postponed on account of the influenza, the first monthly letter was sent out in December. With this was sent a statement of a letter received from the Division Director of Nursing of the American Red Cross. Other communications have been sent, in January and February, and through the courtesy of the Canadian Reconstruction Association, each branch committee has been sent a copy of the "Unity Programme for Canadian Women."

In 1917 the committee, aided by the branches, sent a questionnaire to all the colleges and universities in the United States admitting women, asking for information in regard to vocational advising. The report was published in the A. C. A. Journal for June, 1917. This questionnaire was sent out again in February, 1919, to those colleges which had replied in 1917.

A summary of the investigation follows this report.

With the meeting in St. Louis, the present chairman will terminate her term of office. It has seemed to her increasingly important that if the vocational work of the A. C. A. is to continue, it should be in the hands of a chairman who can give practically her entire time to it, and that it should be adequately financed for investigations. This would probably involve the payment of a salary to the chairman and a sufficient appropriation for office and investigation expenses.

It would have seemed quite suitable that the Committee should have already started an investigation of the part that college women have played during the war. This could not have been done without a much larger appropriation and much more time than was at the disposal of the chairman or any member of the committee. It is hoped that the new committee will find it possible to make such an investigation.

The Sub-Committee of Women in Industry should be much strengthened. If the committees on Employment had been thoroughly organized they ought to have been in a position to be of much more substantial aid to the Professional Service Section of the U. S. Employment Service. Your chairman blames herself that this organization was not better, but again she remembers that this is very largely a question of available time for such organization.

She feels that there is plenty of work to be done, but she knows that it cannot be done by any one who has to give to it fragments of time.

FLORENCE JACKSON,
Chairman.

SUMMARY MADE FROM QUESTIONNAIRES ON VOCATIONAL GUIDANCE
IN COLLEGES

In 1917, the National Vocational Opportunities Committee of the Association of Collegiate Alumnae sent out to the colleges admitting women in all parts of the country a questionnaire on Vocational Guidance. A report of the findings from this questionnaire was printed in the Journal of the Association of Collegiate Alumnae for June, 1917. In 1919, this same questionnaire, with the three additional questions given below, was sent out as a piece of "follow up" work to those colleges that responded in 1917.

- Question 1. Is any systematic effort made to reach every member of the Freshman class? If so, what?
- Question 2. (a) Does your college give psychological tests to the Freshman class? (b) To any other class? (c) Is any department other than that of psychology connected with the giving of these tests?
- Question 3. Are the results of these tests correlated with the work of any other department so that they are of practical value in judging the natural aptitudes of the students?

In 1917, of the one hundred and fifty-three questionnaires sent out, eighty-two replies were received. Only a little over one-half of the colleges responded. In 1919, sixty-nine of the ninety-six questionnaires sent out were returned, making the response almost three-fourths of the original number.

The last two questions relative to Psychological Testing received a negative response from forty-two of the sixty-nine colleges that responded to the questionnaire. But in spite of the fact that over half of the colleges do not seem to be doing anything along this line, it is significant to note that six colleges are planning to

initiate work of this kind in the near future. Fourteen colleges report that some attention is given to psychological tests. In these cases the tests are given in regular courses in Psychology and Education. The results are not tabulated, the tests being given merely as part of the class or laboratory work and not for future reference. Seven colleges report that psychological tests are given and the results tabulated. In one case the results are tabulated as a special piece of research work in the Department of Psychology. One college has given tests to all classes, through the Department of Psychology, and is going to publish the results. The other five colleges put the information derived from the psychological tests to practical use in judging individual students. One of these colleges states that tests are given to all students of the Freshman Class. Another reports that the tests are given to all new students on the campus regardless of their class. A third says that the tests are given to students of any class when it is deemed advisable. Still another reports that tests have been given to all members of the Freshman Class for the past four years.

In comparing the questionnaires returned by the colleges in 1917 and 1919, it was found that in 1919 there were many more filled out fully with fewer appended notes than was the case in 1917. Twenty-six colleges sent almost complete information.

Only eight of the sixty-nine colleges that answered in 1919 reported no vocational guidance of any kind. One of this number stated that work along this line was to be started in the Fall; two are vocational colleges, one a teachers' college and one an agricultural college. Of the twenty colleges reporting no vocational guidance in 1917, seven were so-called vocational colleges.

In 1917 only seven colleges reported that the deans were doing work along the line of vocational guidance, while in 1919 the most general form of vocational guidance was that done by the deans. Nineteen colleges sent in this report. This shows to what an extent the subject has gained in significance during the past two years.

The number of regularly appointed vocational advisers has increased from five to eleven in the two years since 1917. Of these eleven reported in 1919, nine give part time and only two full time to the guidance work. There is no uniform title, Vocational Counsellor, Lecturer, Employment Secretary, Vocational Secretary and Vocational Adviser, all appearing on the questionnaires as was the case in 1917. Nine of the eleven vocational advisers are members of the faculty and seven of the nine teach in addition to their vocational guidance work. In 1917 it was reported that in most cases the advisers had no relation to the Appointment Bureau other than an informal consulting one. In 1919 two of the advisers are heads of the Appointment Bureaus; five are connected in advisory capacity; two have no connection whatever and in two cases there is no bureau in the college. It is interesting to note from the 1919 reports that in cases in which the advisers also teach, no additional salary is paid.

In seven colleges vocational guidance is done by the faculty and by outside speakers, in seven it is done by the faculty to some extent and in three it is done merely by means of talks to the students. The work in these seventeen colleges is unorganized. There are three colleges which reported that their vocational guidance was done by means of annual vocational conferences. Two of these conferences are held under the auspices of the local Association of Collegiate Alumnae committees. In one case the committee divides the expense with the college. In the other the college finances the conference alone. In the third college the Y. W. C. A. and the Student Government Association of the college jointly arrange for, and finance the meetings.

There are five colleges that report that their vocational guidance is being done by the college appointment bureaus with the cooperation of the faculty. In three of these colleges, the head of the appointment bureau makes a special point of vocational advice.

In one college vocational advice is offered by the Bureau of Occupations for Trained Women which is located in the same city as the college. Another college reports that their vocational advising is done by the local branch of the Association of Collegiate Alumnae.

It was found in 1917 that special vocational advisers were to be found chiefly in the East and Middle West but there seems to be no such distinction this year. Of the colleges reporting no vocational guidance of any kind, the majority are in the Middle West.

For further information concerning the questionnaires, address Mrs. Gertrude S. Martin, Executive Secretary of the Association of Collegiate Alumnae, 934 Stewart Avenue, Ithaca, New York, where they will be on file.

CORINNE THRASHER,
Chairman of Sub-Committee.

COMMITTEE ON FINANCE

The Committee on Finance begs leave to submit the following reports and recommendations.

I. Concerning Fellowship Funds

The Treasurer's report * includes a review of our securities by financial authorities which indicates that our investments are sound and bringing as large a return as is compatible with our long-standing policy of "safety first." The Alice Freeman Palmer and the Anna C. Brackett funds have been strengthened within the last few years by the investment of small accumulations of capital until the income in both funds now exceeds the amount of the awards. It is the judgment of the finance committee and the chairman of the Committee on Fellowships

* This will be printed in the next issue of the *Journal* after the official audit has been made.

that the biennial award in the A. F. P. fund of \$1,000 is adequate and that the surplus income should be allowed to accumulate for investment with the hope of some day making this memorial more useful by creating a fund to assist the holders of that award to publish their theses, or, if at all possible, by more frequent awards. The Anna C. Brackett stipend is \$670. Both committees are agreed that this award should be increased to \$700 and any surplus income allowed to accumulate for further investment as in the case of the A. F. P. fund.

The Latin American Fellowship has been raised each year by voluntary subscription. This fellowship was established at the Washington Biennial and in view of the action then taken has been announced each year since. We have a credit in the treasury in this fund at this time of \$3.16 but if the branches and individuals respond as generously as in the past the necessary sum will be in hand before the stipend must be paid. In order that there may be no embarrassing delays in meeting this obligation it is urged that all contributors notify the Treasurer, as promptly as possible, of the amount and time of their contributions.

The Committee on Finance takes this occasion to suggest that permanent funds for the fellowship awards made each year by the Association should be provided. The Life Membership fund would seem a proper nucleus for such purpose. This fund grows slowly, it is true, but if it could be augmented as suggested in the recommendations appended to this report it would grow steadily and rapidly and the fellowships, which it has been the pleasure of the Association to provide, would soon be placed beyond the exigencies of the annual budget or of voluntary subscription. Moreover the number and variety of these awards could, in time, be materially increased.

II. Concerning Current Expenses

The reports of the Treasurer no less than the reports of the Executive Secretary show the increased demands upon the Association and the increased cost of administration. The present year has been an exceedingly difficult one because of the distressing conditions which have prevailed all over the country. Our branches have done their utmost to make prompt and full financial reports but circumstances have made that impossible. We have carried our financial obligations as best we could during the time of suspended activities and, with the exception of the *Journal* debt, we have met or see our way to meeting the year's demands. The branch reports received indicate a normal if much delayed membership and a number of branches show a most gratifying and encouraging increase in membership in spite of the serious obstacles to growth. The policy of the *Journal* is once more before us for determination. The constantly increasing cost of publication made it necessary for us to return to the quarterly form temporarily. The special assess-

ment authorized at the Washington meeting and confirmed by the Council of April, 1918, was levied in July last. While not all branches and general members have responded to the call for this assessment, the sum so far received has materially decreased the debt of last year to the Arthur H. Crist Co. and has made it possible for us to carry the problem until this convention shall direct the disposition of it. In this connection the Finance Committee cannot fail to call attention to the courteous, considerate and generous treatment of the Association by the Arthur H. Crist Co. At one time during the year our indebtedness to them amounted to approximately four thousand dollars and because of the very unusual conditions of receipts from branches the officers could give Mr. Crist no assurance as to dates of payment. We could only assure him that we are an honest organization and would pay our debts. He was face to face with large financial obligations and serious business problems. In spite of that he carried us along without demands for notes which he could properly have made, and which would have caused us both inconvenience and expense. In addition he did all this without impatient importunities which was very comforting to your officers. The present indebtedness to the Crist Co. is \$1,350.30. The finance committee begs that provision for meeting this indebtedness be made and that a definite financial policy for publications be determined.

III. Recommendations

In consideration of the financial statements accompanying this report the Committee on Finance offers the following recommendations:

A. That the biennial award of the Anna C. Brackett Memorial Fellowship shall carry a stipend of seven hundred instead of six hundred and seventy dollars.

B. In view of the increased activities of the Association of Collegiate Alumnae, the increased demands upon the Association for service in fields in which the organization is peculiarly adapted to serve and in order to establish on a permanent basis and to increase in number as the funds will permit, those fellowships which are annually awarded by the Association the Committee on Finance recommends that Art. VI, Sec. 2 of the By-Laws be amended to read:

"An annual fee of two dollars shall be due from each branch member, member-at-large and councillor provided her fee shall not have been otherwise paid. Fifty cents of each fee so received shall be set aside in a fellowship fund to be administered as directed by the Association through its Committees on Finance and Fellowships."

Respectfully submitted,

Mrs. H. H. HILTON,
Chairman, Committee on Finance.

NOTE: Mrs. Morrison of San Francisco after conference with officers and members of the branches in the west felt that she could not support the recommendation of the rest of the Committee in regard to the increase in dues, and is therefore recorded here as dissenting from this portion of the report.

REPORT OF THE COMMITTEE ON CREDENTIALS

BIENNIAL CONVENTION, ST. LOUIS, MO., MARCH 31—APRIL 3, 1919

The Committee on Credentials reports the following officers and representatives in attendance at the Biennial Convention, held in St. Louis, Mo., March 31—April 3.

General Officers: Mrs. Rosenberry, Mrs. G. S. Martin, Mrs. Pomeroy, Mrs. Morgan, Dr. Stevens, Mrs. Jones, Mrs. Orville Martin.

Representing colleges and universities: Beloit College, Miss Houston; Bryn Mawr College, Miss Kirkbride; Carleton College, Mrs. Schneidt; Colorado College, Miss Churchill; Columbia University, Miss Gildersleeve; Cornell College, Miss Busse; Earlham College, Miss Doan; Elmira College, Miss Whittaker; Goucher College, Dr. Rogers; Grinnell College, Miss Millerd; Indiana University, Miss Philputt; Knox College, Miss Stayt; Lake Forest College, Miss Hamilton; Leland Stanford, Jr. University, Miss Bradford; Miami University, Miss Hamilton; Mills College, Miss Keep; Milwaukee-Downer College, Miss Sabin; Mount Holyoke College, Miss Dutton; Oberlin College, Miss Sinclair; Radcliffe College, Mrs. Lyon; Smith College, Miss Cutler; Swarthmore College, Miss Baldwin; Trinity College, Miss Smith; University of California, Dr. Peixotto; University of Chicago, Dr. Terry; University of Cincinnati, Miss Pattee; University of Kansas, Dr. Hyde; University of Michigan, Mrs. Jordan; University of Minnesota, Miss Beggs; University of Missouri, Miss Johnston; University of Nebraska, Miss Heppner; University of North Dakota, Mrs. Kane; University of Rochester, Miss Bowen; University of Wisconsin, Miss Nardin; Vassar College, Miss Ellery; Washington University, Miss McCaulley; Wellesley College, Miss Pendleton; Wells College, Mrs. Rexford.

Representing branches: Ann Arbor—Mrs. Adams; Battle Creek—Mrs. Woodin; Beloit—Miss Houston; Bloomington, Ind.—Mrs. Stout; Boston—Miss Coats, Miss Fish, Mrs. Lyon, Miss Pendleton; California—Miss Bradford, Miss Keep, Dr. Peixotto, Miss Stebbins; Chicago—Miss Adkins, Mrs. Hester, Miss Faulkener, Miss Haire, Miss Tremaine, Miss Schmidt, Mrs. Stewart, Mrs. Pomeroy; Colorado Southern—Miss Churchill; Connecticut—Mrs. Bumstead; Des Moines—Mrs. Schermerhorn; Detroit—Mrs. Hendrick, Dr. Stevens; Duluth—Mrs. Matter; Elmira—Miss Whittaker; Fall River—Miss Durfee; Huntington—Mrs. Moore; Illinois Central—Mrs. Trelease, Mrs. Whisenand; Illinois—Iowa—Mrs. Wiggins; Indianapolis—Mrs. Moore; Ithaca—Mrs. Bates, Mrs. Martin; Kansas—Miss Lynn; Kansas City—Mrs. Murphy, Mrs. Hopkins, Mrs. Orville Martin, Miss Morrison, Mrs. Hardenbergh, Mrs. Stern, Mrs. Wills; Los Angeles—Mrs. Mackey; Madison—Miss Nardin; Mankato—Mrs. Northrop; Maryville—Miss Miller; Milwaukee—Mrs. Jones, Mrs. Kennan, Miss Sabin,

Mrs. Wahl; Minnesota—Mrs. Atchison, Mrs. Jorgens, Mrs. Richardson, Miss Beggs, Mrs. Evans, Mrs. Oren, Miss Wells; Missouri Central—Mrs. Miller, Mrs. Fairchild, Mrs. Greene; New York—Mrs. L'Ecluse; North Dakota—Mrs. Stokes; Oberlin—Miss Sinclair; Ohio—Mrs. Beahan; Ohio Valley—Miss Pattee, Miss Young; Omaha—Miss Thompson, Miss Lowry, Mrs. Woodland; Philadelphia—Miss Reilly, Miss Baldwin, Miss Kirkbride, Dr. Tracy; Rhode Island—Mrs. Algeo; Rochester—Miss Bowen; St. Louis—Miss Brockstedt, Miss Flickinger, Mrs. Muench, Miss de Tempelin, Mrs. Schneidt; St. Paul—Miss Austin; San Jose—Miss Rowell; Sioux City—Miss Eaton; Springfield—Miss Cook; Topeka—Miss Davis; Tulsa—Mrs. Conkling, Mrs. Shade; Washington—Mrs. Morgan, Mrs. Sidwell, Mrs. Swiggett.

Representing affiliated Alumnae Associations: Barnard College—Miss Gildersleeve; Bryn Mawr College—Miss Bensberg, Mrs. Cramer, Mrs. Francia, Mrs. Gellhorn, Mrs. Hall, Mrs. Hardenbergh, Miss Holmes, Miss Loeb, Miss Sheldon; Elmira College—Miss Whittaker; Goucher College—Miss Green, Mrs. Pendleton, Mrs. Solter, Mrs. Tittmann; Radcliffe College—Miss Churchill, Miss Coats, Miss Dutton, Miss Fish, Mrs. Lyon, Mrs. O'Reille, Miss Reymann, Miss Stebbins; Smith College—Mrs. Baumgarten, Miss Cutler, Miss McCluney, Mrs. Sachs, Miss Shapleigh, Mrs. Sihler, Miss Smith, Mrs. Taussig, Miss Wells, Miss Wham; University of Michigan—Mrs. Fairchild, Mrs. Hendrick, Mrs. Jennings, Mrs. Jordan, Mrs. Kennan, Mrs. Miller, Mrs. Peck, Mrs. Pomeroy, Mrs. Richardson, Mrs. Scott, Miss Stayt, Miss White, Miss Winans, Mrs. Woodin; Washington University—Miss Ernst; Wellesley College—Miss Blattner, Mrs. Coverdale, Mrs. Hornbrook, Mrs. Hopkins, Mrs. Saxton, Mrs. Sprague, Miss Smith, Miss Schmidt, Miss Stern, Mrs. Moore, Miss Poynter; Wells College—Mrs. Rexford, Miss Fritsch.

Representing General Members: North Atlantic Section—Miss Cutler, Miss Harris.

Committee Chairmen: Credentials, Mrs. Pomeroy; International Relations, Miss Gildersleeve; Membership, Mrs. Martin; Publication, Mrs. Martin; Recognition of Colleges, Miss Reilly.

Ex-Presidents: Mrs. Moore.

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MINUTES OF THE THIRTY-FIFTH GENERAL MEETING

OF THE

ASSOCIATION OF COLLEGIATE ALUMNAE,

St. Louis, Mo., March 30—April 3

*Meeting of the Board of Directors**March 30, 1919*

The meeting of the Board of Directors was called together by the President. Those present were: Mrs. Pomeroy, Mrs. Martin, Mrs. Morgan, Dr. Stevens and by invitation, Mrs. Moore, Mrs. Sidwell, Mrs. Swiggett, Mrs. Jordan, and Mrs. Trelease with Miss Whittaker acting as secretary of the Board.

Mrs. Rosenberry made a preliminary statement that the national officers had had great difficulty in carrying the financial burden this year, due to two causes: First, the influenza epidemic had delayed the payment of the dues and second, only twelve hundred dollars of the thirty-cent tax had been paid leaving thirteen hundred dollars still to be paid.

Mrs. Pomeroy was called upon for her report as treasurer. She asked first that the matter of the special assessment be considered since over half of it had not been paid. The deficit on the *Journal* still amounted to \$1,500 and the branch dues paid in to date amounted to \$6,437. Total receipts to March 15 were \$9,206.85. Total expenses were \$9,087.83, leaving a balance March 15 of \$119.02. She stated that the expenses of the year could be met if the balance on the *Journal* could be met. At this point she presented a report of the finance committee consisting of Mrs. Hilton, Miss Humphrey and Mrs. Morrison besides herself. Mrs. Morrison had sent a minority report which Mrs. Rosenberry read, explaining her objection to the recommendation for the raising of the dues by calling attention to the value of the local work which the branches were doing and the need of money for the support of this work and making the statement that most of the liberty bonds bought by the Association had been bought with money contributed through the life memberships of the California Branch. In this connection Mrs. Pomeroy stated that only the bonds bought out of the life membership fund were due to the California Branch. The Association holds other liberty bonds.

Mrs. Pomeroy also called attention to the fact that if the Association is to award annually two fellowships these fellowships must be put on a permanent basis. The Latin American Fellowship has been raised by voluntary contributions. At the present time there are only \$3.16 in hand for this purpose.

The discussion of the raising of the dues was taken up. There was general reluctance in the Board of Directors to recommend an increase in the dues if any other way could be found for increasing the income of the Association. Various means were suggested: first, an increase of the dues to two dollars of which fifty cents should go into the fellowship fund; second, various classes of membership, contribut-

ing, sustaining, etc.; third, voluntary contributions in response to an appeal for the support of the various activities of the Association. As a result of the discussion it was moved that the recommendation of the finance committee be presented to the convention with the entire approval of the board of directors but with the recognition also that the raising of the dues might work hardship in some case; and that a clear statement should be made to the convention by the treasurer of the necessity for increased funds, and that the various ways in which such funds might be secured should be presented by the executive secretary. This motion was carried.

The question of the *Journal* was next taken up. In reply to an inquiry Mrs. Martin stated that the *Journal* cost about \$600 an issue. Miss Thomas in a letter to Mrs. Rosenberry had suggested that a news letter be issued instead of the more expensive publication. Mrs. Martin reported that request had gone to the publisher for an estimate on the cost of such a newsletter and that a reply was hoped for before the close of the convention. Mrs. Martin also reported on a plan which had been worked out for the alumni publications by which their circulation was to be combined and their advertising space sold on the basis of the combined circulation. She had made inquiry into the possibility of such a combination in the case of the alumnae magazines and had reason to believe that a successful plan might be worked out along these lines for these publications. A report on the possibilities of this plan is also hoped for from New York before the close of the convention.

Mrs. Pomeroy then proposed the budget for the ensuing year. (See p. 176)

A discussion in regard to some of the items followed and it was moved, seconded and carried that this budget be recommended to the convention to be passed on item by item.

A discussion of the question of establishing national headquarters with a club house in Washington then followed. It was pointed out that the question of a club house in Washington could be dealt with separately from the question of establishing headquarters. There was general agreement that the establishment of some kind of national headquarters in Washington was desirable, since it would greatly facilitate co-operation with the government bureaus. It was moved by Mrs. Morgan and seconded by Dr. Stevens that it was the sense of the meeting that the Association should have some sort of headquarters in Washington in order to carry on cooperation with the government in various branches of educational work.

It was explained by Mrs. Martin that with the organization and demobilization of the S. A. T. C. and the consequent reorganization in the colleges, it had proved impossible to carry out the plan voted by the Board of Directors to hold the biennial meeting in June; and that the President, the Treasurer and the Secretary had taken the responsibility of changing the date to March 30 to April 3. The secretary asked whether the Board of Directors was willing to ratify this action. It was moved and seconded that the Board of Directors ratify this change of date.

The meeting then adjourned.

Minutes of the Adjourned Meeting of the Board of Directors, Monday, March 31, 1919

Mrs. Pomeroy reported that Miss Ruth Gentry, a former member and fellow of the Association had in her will left to the Association a legacy of one thousand dollars to be used as the Association might direct; and that a check for \$955.00 had been received, that being the amount of the legacy left after the deduction of the inheritance tax. Mrs. Pomeroy moved, and Dr. Stevens seconded the motion, that this legacy of \$955.00 be added to the life membership fund and that this become the nucleus of our permanent fellowship fund. The motion was carried.

Mrs. Pomeroy also pointed out that we should as soon as possible accumulate a fund the income of which will support the Latin American Fellowship. Mrs. Martin moved that if we get increased funds this year the Association shall provide the Latin American Fellowship out of the national funds without an appeal to the branches; if not, that a general appeal to the branches be made and that the stipend be increased to \$600. The motion was seconded and carried.

It was further moved, seconded and carried that in case the appeal to the branches should be necessary the income from the life membership funds including the income from Miss Gentry's legacy, be the contribution to the Latin American fellowship from the Association and that the branches be asked to provide the rest.

Mrs. Rosenberry called attention to the fact that several amendments which had been proposed at the last Council meeting or in the call for the Biennial would have to be formulated for presentation to the convention. The first of these related to the change of name of the Association and had been proposed by Miss Thomas at the last Biennial meeting. The second related to the admission of holders of professional degrees who had had at least two years of academic work and had been proposed by the Committee on Recognition at the last Council meeting. The third related to membership on the Council on the part of the chairmen of standing committees and it was moved, seconded, and carried that it is the sense of the Board of Directors that chairmen of standing committees of the National Association shall be ipso facto members of the Council and that both chairmen and members of committee shall hold office for two years and that they shall be eligible to re-election.

A discussion followed in regard to the possibility of finding some better method for the election of representatives of the general members, since the method prescribed in the by-laws had been found cumbersome and unworkable. After some discussion the Board of Directors found itself unable to propose an improved method and decided to recommend no change for the present.

Mrs. Morgan moved to recommend that the Southern Association of College Women be formally invited to meet with the A. C. A. at the next biennial. This was seconded and carried.

At the request of the President it was moved, seconded and carried that a committee be appointed to consider the time and place of the next biennial.

It was moved and carried that a Committee on Resolutions be appointed, and the matter of formulating the amendments to be submitted to the convention was referred to this committee.

It was moved to recommend to the convention that the Association offer its continued cooperation to the Bureau of Education especially in its work for the School Board Service Division. Mrs. Morgan suggested that before this recommendation is made a telegram be sent to Mr. Claxton asking whether such continued cooperation is desired and it was decided to send the telegram.

Mrs. Martin reported that at the Boston conference with Miss Sidgwick and Miss Spurgeon a request had been made by the conference that the A. C. A. make an investigation of the kind of training required for the various professional fields open to women and formulate a statement of the requirements for these fields that can be incorporated in the announcements sent out by the colleges with an indication of the specific courses given in the curriculum that would furnish such foundation training for later professional work. Mrs. Orville Martin moved that a committee be appointed to do this.

The meeting then adjourned.

Adjourned Meeting of the Board of Directors, Tuesday Afternoon, April 1, 1919

A second adjourned meeting of the Board of Directors was held on Tuesday afternoon to make certain needed authorizations.

Mrs. Morgan moved and Dr. Stevens seconded her motion that the executive secretary be authorized to have the by-laws reprinted as amended at this convention. The motion was carried.

Mrs. Pomeroy moved and the motion was seconded and carried that Bulletin No. 1 on Vocational Training be reprinted as soon as possible.

The Board also voted the following appropriations:

(1) A sum not to exceed \$50 for expenses incident to the convention incurred by the St. Louis Branch.

(2) A sum not to exceed \$25 to cover the expense of the Committee on Juvenile Vocational Supervision.

(3) A sum not to exceed \$50 for the professional audit of the treasurer's accounts before August 1.

On account of the impracticability of separating the war work from the regular work of the executive secretary it was voted to transfer the balance of the war service appropriation to the appropriation for the office of the executive secretary.

The treasurer was also authorized to pay any other expenses incurred in connection with the convention.

On motion the meeting adjourned.

The Council Meeting

The meeting was called to order at nine thirty Monday morning, March 31st with the President, Mrs. Marvin B. Rosenberry in the chair. The President explained that there was no business to come

before the Council at this time that would not have to be acted on by the convention and suggested that a motion to adjourn would be in order so that business might be expedited by calling the convention at once. The motion to adjourn was made, seconded, and carried.

General Meeting of the Association, Monday Morning Session

The 35th general meeting of the Association was called to order by the President immediately after the adjournment of the Council meeting. Mrs. Ludwig Schneidt, president of the St. Louis Branch, made a brief address of welcome. The President called for the report of the Committee on Credentials. Mrs. Pomeroy reported that the Committee could not make a complete report at this time and suggested the calling of the roll instead. This was done and it was moved, seconded, and carried that this substitution of the roll call should be accepted.

The report of the President was then presented informally.

The secretary was asked to read the minutes of the meeting of the Board of Directors, held on the preceding evening. (See p. 167 fl.)

The President then called for the report of the recording secretary which in the absence of this officer was presented by the executive secretary. The report consisted only of the record of two actions taken by the Board of Directors in the interim of meetings. (1) In May, 1918, the Directors voted by mail that the Biennial should be held in St. Louis in June, 1919. There were nine votes in the affirmative, one in the negative. (2) In July, 1918, the Directors voted by mail their approval of the sending of the call for the special assessment to meet the deficit in the *Journal* fund. There were nine votes in the affirmative, no negative votes.

The report was accepted.

The Treasurer then presented her report. She also reported that the \$250 due the European fellow, who because of the war had been unable to use the stipend, was held in the form of Liberty Bonds and the other \$250 had been placed in the permanent fellowship fund until such time as the fellow should be able to use it for study abroad. It was moved, seconded, and carried that the report of the treasurer be accepted.

The president then called for the report of the finance committee and in the absence of the chairman, Mrs. Hilton, it was presented by the treasurer. (See page 162 fl.) Mrs. Pomeroy asked whether the chair wished to have the budget presented at this point and the President replied that with the consent of the convention this would be postponed until later. Commenting on the report Mrs. Roseberry said that the committee had relied greatly on the advice of Lee, Higginson and Co., and that in making reinvestments bonds of unquestioned value and security had been purchased. It was moved, seconded and carried that the report should be accepted.

The chair then announced the appointment of a Committee on Resolutions and assigned to it also the work of formulating the amendments to the by-laws that were to be presented to the convention.

The Committee was as follows: Miss Marion Churchill, chairman; Miss Marion Reilly; Mrs. Glen L. Swiggett; and Miss Eloise Ellery.

On motion the meeting then adjourned.

General Meeting, Monday Afternoon Session

The convention was again called to order on Monday afternoon at 2:00 p. m., Mrs. Philip North Moore presiding.

The report of the executive secretary was first called for. Mrs. Rosenberry then took the chair and a short discussion on some of the points in the report followed. Mrs. Bates spoke on the need of a strong state organization and Mrs. Bumstead of Connecticut reported that had such an organization of the A. C. A. existed during the war it would have reduced their work fifty per cent. It was moved, seconded, and carried that the report be accepted.

The President then called for the reports of the sectional vice-presidents. In the absence of the vice presidents of the North and South Atlantic sections their reports were read by the executive secretary. Dr. Stevens, vice president of the Northeast Central Section presented her report in person and Mrs. Oren presented the report for the Northwest Central Section, where there has been for some time a vacancy in the vice presidency. It was moved, seconded and carried that these reports be accepted.

The President then announced that the representative of the School Patrons Department of the National Educational Association was obliged to leave the convention soon and that with the consent of the meeting she would call upon her for her report at this time. She then introduced Mrs. Ella S. Stewart of Chicago, President of the School Patrons Department, who spoke on the organization and work of the Department, describing the work of its various committees and telling something about the efforts that had been made in behalf of the Federal Education Bill. It was moved, seconded and carried that the report be accepted and placed on file. The meeting then on motion adjourned.

General Meeting, Wednesday Morning Session

The Wednesday morning session of the convention was called to order by the President at 9:30. The first order of business was the reading of the reports of committees. The first report presented was that of the Committee on Fellowships, Miss Maltby, chairman. In the absence of Miss Maltby it was read by the executive secretary. (See page 133 fil.) It was moved, seconded, and carried that the report be accepted. It was moved that the recommendation of the Committee that the name of Miss Phyllis Ackerman be stricken from the list of fellows of the Association and that she be asked to return the stipend of five hundred dollars be accepted. This motion was seconded and carried.

Miss Gildersleeve next presented the report of the Committee on

International Relations. (See page 151 fll.) It was moved, seconded and carried that the report be accepted. Miss Gildersleeve then presented the report of the Committee on Foreign Students, Mrs. Lucien Howe, chairman. It was moved, seconded and carried that this report also be accepted.

Some discussion of the proposal contained in Miss Gildersleeve's report to create a Rose Sidgwick Memorial Fellowship followed and Mrs. Pomeroy moved that the A. C. A. give \$100 to the Rose Sidgwick Memorial Fellowship with the understanding that as the financial plans for the Fellowship mature we shall have further part in these plans. This motion was seconded and carried.

Mrs. Rosenberry then presented a communication from President Thomas saying that she and Dean Taft had been given leave of absence for the next academic year for the purpose of making a trip around the world visiting foreign educational institutions and offering her services in the work of extending the international relations of the Association. Dr. Stevens moved that President M. Carey Thomas continue to be a member and that Dean Helen Taft be made a member of the International Relations Committee and that they be authorized to investigate the possibilities of an interchange of women professors between this country and Europe and of the establishment of a Women's University Club in Paris and in Athens. The motion was seconded and carried.

It was reported by the executive secretary that at a joint meeting of the Committee on International Relations and the Committee on Foreign Students it had been agreed by the members of both committees that the Committee on Foreign Students should become a sub-committee of the Committee on International Relations. It was moved by Mrs. Morgan that this action be taken. The motion was seconded and carried. It was moved that the report of these two committees be printed in full in the *Journal*. Seconded and carried.

The President then announced that if there was no objection the reading of the rest of the Committee reports would be postponed and the order of business would be changed to the consideration of the matters referred to the convention by the Board of Directors. The President asked the executive secretary to present the matters to be dealt with one by one. The secretary read from the minutes of the Board of Directors as follows: "It was moved that the recommendation of the finance committee (proposing an increase in dues) be presented to the convention with the entire approval of the Board of Directors but with the recognition also that the raising of the dues might work hardship in some cases and that a clear statement should be made to the convention by the treasurer of the necessity for increased funds, and that the various ways in which such funds might be secured should be presented by the executive secretary."

The President then asked Mrs. Pomeroy to make a statement presenting the reasons for the necessity of increasing the dues. Mrs. Pomeroy called attention to the increasing frequency of calls for assistance from the various departments of the government and said that we should be ready to respond effectively to such calls. She

also spoke of the increase in postage, paper, printing, and clerical service, saying that the last three will not be likely to decrease much soon. There was also need that our fellowships should be put on a permanent basis at the earliest possible moment. Finally, the demand for the *Journal* among the branches and general members made it desirable to return to the monthly form or to some form of monthly publication at once if possible.

At the request of the president Mrs. Martin presented the various plans that had been suggested for securing increased revenue: (1) Adopting the recommendation of the finance committee to raise the dues to two dollars, setting aside a half dollar of each fee for the permanent fellowship fund; (2) creating various classes of membership such as contributing and sustaining memberships with different dues—five, ten, fifteen, or twenty-five dollars; (3) securing voluntary contributions from members or others interested in the work of the Association.

Mrs. Wahl moved to adopt the recommendation of the finance committee. The motion was seconded.

Mrs. Adams of Ann Arbor said that while her branch had instructed her to allow her vote to be guided by the discussion in the convention, they felt that it was not possible for them to have the dues raised now. She thought that either of the two alternatives would be better. Mrs. Orville Martin asked whether all those who had been instructed by their branches against the raising of the dues might be asked to stand. Later this was changed to a request that all delegates should hand in slips giving the name of the branch and indicating whether they had been definitely instructed for or against and, if not instructed, what the opinion of the branch was.

While the slips were being counted it was suggested that a sustaining or contributing membership with publication of the names was not democratic, but that the desired result might be obtained by having a blank for dues on which the minimum dues might be recorded with a further statement of what the member's additional contribution would be.

It was reported that the count of the slips showed seven branches to have instructed for the raising of the dues, twenty-five against, and two uninstructed. (Since the total number of branches represented at the convention exceeded 34 some delegates must have been absent or not voting.)

Mrs. Sidwell asked whether it might be possible to raise the dues for the branches that were willing to have them raised.

Another suggestion was made that each branch raise the equivalent of two dollars per capita.

Miss Tremaine expressed the opinion that the National work is far more important than the branch work and that if the national association is to carry on its work effectively it must have funds. She did not like the idea of a discrimination in dues among college women. (Applause.)

Mrs. Beahan said that she supported Miss Tremaine and would urge that the fact be made clear that fifty cents of the additional

dollar would go as a definite contribution to scholarship by creating a permanent fellowship fund and fifty cents to the support of the general work.

Miss Sinclair asked whether if the dues were increased the national association would finance the work of state organization or whether the branches must tax themselves further for this work. Mrs. Martin replied that if this increase in dues were voted it would be necessary for the national association to finance the state work.

Mrs. Bumstead expressed the fear that raising the dues would cut down the membership and suggested increasing fifty cents, all of it to go to the fellowship fund.

Mrs. Adams thought that it would be impossible in the college centers for the wives of young instructors to pay the increased dues.

Mrs. Orville Martin said that after sitting with the Board of Directors and hearing them discuss the wisdom of an expenditure so small as five dollars she was impressed with the fact that the national association economizes as the branches do not.

Mrs. Morgan said that their delegation had been left free but that the branch was in favor of raising the fee to two dollars. She said that so far as contributions were concerned she would remind the association of the fate of the special assessment, less than half of which had been paid. The branches seem to feel that they have a right to consider their branch work first when as a matter of fact the national work is the thing of primary importance. The Drama League has the contributing and sustaining membership plan and finds it difficult to get these forms of membership. They are always asking themselves what they can offer the members to make them willing to pay these higher rate memberships. She would recommend that the branch charge its members the present rate but pay the national organization \$2 for each member, securing the necessary money as each branch may find possible.

Mrs. Woodin thought that if the dues were raised the Battle Creek branch would disband. Mrs. Stout said that the Bloomington Branch would lose 100% of its members but that it was ready to push the state organization plan. In reply to a question as to what is done with the other dollar collected by the local branch Mrs. Stout replied that it was used to help local civic needs, and for scholarships for the local university.

It was suggested that the branches collect full dues from associate members and turn in their one dollar also to the national organization.

Dr. Stevens, vice president of the northeast central section said that her section was against raising the dues. She thought that the failure to pay the thirty cent tax was due to other circumstances than the unwillingness of the branches.

Miss Sabin moved to amend the motion by substituting the words "each branch shall send to the national treasurer the sum of two dollars for each member," in place of the words "the annual dues shall be two dollars." The motion was seconded.

Miss Cutler called attention to the fact that the Association had been talking only about the branch members. She said she was sure

that the general members would be willing to pay more money if they could be kept more closely in touch with the national association.

Miss Sabin asked permission to change her motion to read: "Each branch shall send to the national treasurer \$2 for each member and the annual dues shall be two dollars for each general member, and fifty cents for each member shall be added to the fellowship fund." This change was accepted by Miss Hyde who had seconded it. The amendment was carried. The original motion was then put and carried.

The President then announced that the next matter to come before the Association was the matter of the *Journal*. The first question was whether the Association should have a publication of some kind.

Mrs. Schermerhorn of Des Moines moved that we have a publication. The motion was seconded and carried. Miss Johnston expressed the opinion that it should be left to the discretion of the executive secretary whether we should have a *Journal* or a monthly news letter. Miss Conklin suggested that we should have a quarterly with a news-letter at intervals between. Mrs. Sidwell then moved that we should have a publication that appears at least as often as once a month as soon as the financial condition permits and that the form should be left to the discretion of the executive committee. The motion was seconded.

Miss Dutton thought that it was important to keep a dignified publication which college libraries would wish to subscribe to and which would keep the knowledge of the Association and its work before college students. She wished to know whether there was any danger that the publication would be reduced to a news-letter merely. Dean Bradford also testified to the value of the *Journal* in its present form. Mrs. Morgan asked for a show of hands on the question of how many wished to retain the *Journal* in substantially its present form, whatever else might be added. A large majority of the hands came up.

Miss Adams urged the need of a news sheet, weekly if possible.

Mrs. Rosenberry said that we should be glad to put in a news-letter between the issues of the *Journal* although until September probably only the *Journal* would be possible.

Mrs. Sidwell said that she wished to add to her motion the words, "with the understanding that the *Journal* shall be issued at least quarterly." This was accepted by the seconder of the motion and the motion was carried.

Mrs. Rosenberry suggested that a motion be made that the advertising plan which the combined associations of alumni and alumnae are considering should be left to the discretion of the executive officers. The motion was made, seconded and carried.

Mrs. Pomeroy then presented the following budget proposed for the ensuing biennial period and distributed mimegraphed copies of this together with the budget of the past two years.

BUDGET				
Item	1917-18	1918-19	1919-20	1920-21
1. Salaries; Executive Secretary....	\$2,000	\$2,000	\$2,000	\$2,000
Treasurer	500	500	500	500
2. Traveling Allowance, President..	150	150	150	150
Executive Secretary	300	300	500	500
3. Office Incidentals, Ex Secty....	1,000	1,000	1,500	1,500
Treasurer	150	250	250	250
4 Publications				
5. Committee Expenses and Conferences				
Membership	125	200	200	200
Fellowship	15	50	200	200
Vocational Opportunities	125	250	125	125
Recognition of Universities and				
Colleges	75	75	75	75
Conference of Women Trustees	25	25	25	25
Conference of Alumnae Assn...	25	25	25	25
European Fellowship	500	500	500	600
Naples Table	50	50	50	50
Educational Legislation	25	25	25	25
School Patrons N. E. A.	25	25	25	25
National Council of Women....	25	25	25	25
6. Expenses: Vice-President	500	500	500	500
War Service		750		
	<u>\$5,615</u>	<u>\$6,600</u>	<u>\$6,775</u>	<u>\$6,775</u>

She remarked that the appropriations for some of the committees voted last year had not been called for and that if any appropriations were wanted for the ensuing year that had not been included this was the time to ask for them. She also asked whether the association wished to consider the budget item by item.

Mrs. Adams moved and Mrs. Wahl seconded the motion that the budget be voted as a whole, not item by item. The motion was carried.

Mrs. Pomeroy called attention to increases in the various appropriations and explained the need of them.

Mrs. Sidwell moved that the budget be passed as presented. This was seconded and carried unanimously.

The next subject discussed was the question of raising the funds for the Latin American Fellowship. Mrs. Adams spoke on the value of giving each branch a definite piece of work to do and thought that the raising of this fund offered an opportunity to do this. She moved that the fund be raised by voluntary contributions. This was seconded and carried.

Mrs. Pomeroy announced at this point that one of our members had offered to be one of a group to give one hundred dollars toward a permanent fund for this fellowship, and Mrs. Rosenberry called the attention of the convention to the announcement already made in the meeting of the Board of Directors and in the treasurer's report of the legacy of a thousand dollars from Miss Gentry's estate.

Afternoon Session, Wednesday, April 2

The meeting was called to order by the President at 2 o'clock.

The report of the Committee on the Recognition of Colleges was first called for.

Miss Reilly, chairman, reported for the committee that it had

had but one meeting during the year owing to the epidemic of influenza, and that the colleges to be recommended for addition to the accredited list would be reported to the Council meeting on the following day. She recalled also the fact that at the Council meeting in Chicago a year ago the Committee had recommended to the Councillors the consideration of the admission to membership in the Association of women holding bachelors' degrees which nominally are not degrees in arts, philosophy, literature, and science but which actually in content are equivalent to the degrees already accepted by the Association. An amendment to the constitution was proposed at that meeting and the committee now recommends the adoption of the amendment. The clause covering the recognition of certain degrees is in the act of incorporation and not in the by-laws proper. The committee would therefore suggest that if the amendment is adopted the president and executive secretary be empowered to take counsel as to the best method of incorporating the change in our existing charter. The change proposed is that we shall accept from our accredited institutions not only the degree in arts, philosophy, literature and science, but any other bachelor's degree provided the requirements for the degree include at least two years of work that would be credited towards the arts degree in the institution.

The Committee would ask further that if this amendment is adopted a special committee may be appointed to determine what degrees in our recognized institutions fulfill this requirement. The Committee would suggest that this be a committee of seven selected with due regard to geographical distribution and that this Committee sit with the Committee on Recognition at the Council and at the Biennial and that one person on the committee other than the chairman act as the secretary of the committee.

The Committee on Recognition would also ask that it be instructed to add to the information required from colleges and universities applying for admission not only the regular question in regard to equal salaries for men and women but also a request for information from the institution in regard to its policy of promotion to higher positions for women already on its faculty. The report of the Committee was accepted.

It was moved, seconded and carried that an amendment be passed making eligible to membership in the association holders of other degrees than those in arts, philosophy, science or literature from our accredited colleges, provided the requirements for such degrees include at least two years of work that would be credited by the institution towards its arts degree.

It was moved by Miss Reilly and seconded by Mrs. Pomeroy that a committee of seven be appointed with due regard to geographical distribution to work out the status of the courses other than the liberal arts course in our accredited colleges in order to determine whether they conform to the requirements, and that this committee sit with the Committee on Recognition at the Council meeting and at the Biennial and that one person on the committee other than the chairman act as secretary. The motion was carried.

It was also moved, seconded and carried that the Committee on Recognition be instructed to add to the information required from colleges and universities applying for admission a request for information in regard to their policy of promotion to higher positions for women already on the faculty.

Mrs. Pomeroy then moved that the committee appointed to augment the committee on recognition shall be instructed to examine the institutions already on our list to determine whether they still observe the regulations under which they entered. This was seconded by Miss Whittaker and carried.

Mrs. Morgan called attention to the fact that the amendment admitting the holders of professional degrees ought also to affect our associate membership. She moved therefore that the words a "bachelor's degree" be substituted for "an A. B. degree" in the associate membership clause making it read: "Women who are not eligible to full membership but who have had a year of academic work in a college having a four years' course and granting a bachelor's degree may be elected to associate membership in the branch if the branch so desires." Before the motion was seconded Miss Reilly asked whether Mrs. Morgan would be willing to add to the motion "and that the Committee on Recognition be requested to make the necessary interpretations." Mrs. Morgan accepted this as part of her motion and it was seconded and carried.

The report of the housing committee was the next matter of business and the chair said that if there was no objection the report would be filed for printing in the *Journal* and that only the recommendations accompanying it would be acted on. The executive secretary read the recommendations. (See p. 150.) It was moved, seconded and carried that these recommendations be adopted.

It was also ordered that the report of our Representative in the Naples Table Association be filed and printed in the *Journal*.

It was also moved, seconded and carried that the report of the War Service Committee should be accepted as printed in the January *Journal*.

It was moved, seconded, and carried that the report of the Committee on Vocational Opportunities, which called for no action, should be accepted and printed in the *Journal*.

The chair then announced that at the adjourned meeting of the Board of Directors a number of recommendations had been made to be submitted to the convention. The first of these was that the amended by-laws be printed. It was moved, seconded, and carried that this be done. The second was in regard to Bulletin No. 1 on Vocational Training. This is now out of date and the material has been revised and is practically ready for reprinting. Mrs. Pomeroy reported that this bulletin had more than paid for itself and that there would unquestionably be a good sale for a new edition. She therefore moved that it be reprinted. Mrs. Morgan seconded the motion and it was carried.

The Board of Directors had also recommended that the chairman of standing committees be made members of the Council. It was

moved, seconded and carried that the chairman of standing committees of the national association shall be ipso facto members of the Council and that both chairmen and members of committees shall hold office for two years and that they shall be eligible to re-election.

The Board of Directors had also recommended that the fixing of the time and place of the next Council and the next Biennial meetings should be left to a committee. Mrs. Beahan moved that this matter be left in the hands of the executive committee. This was seconded and carried.

Another recommendation was that the Southern Association of College Women should be invited to hold their next convention at the same time and place with the A. C. A. Mrs. Sidwell moved that this invitation be extended. This was seconded and carried.

The Board of Directors also recommended that the Association offer its continued cooperation to the Bureau of Education, especially in its work for the School Board Service Division. Mrs. Wahl moved and it was seconded and carried that this be done.

The matter of changing the name of the Association, concerning which Miss Thomas had announced at the Council meeting in 1918 an intention of bringing in an amendment at this meeting was taken up for discussion. A passage from a letter from Miss Thomas was read proposing the name of The University Women's Association of America and giving her reasons for believing this to be a better name.

Miss Rogers spoke in support of Miss Thomas's contention that the term university women would be better understood abroad than the term collegiate alumnae. Mrs. Beahan thought that the term alumnae should be retained since women who had not graduated might be classed as university women. Mrs. Adams felt that the word alumnae was the one that most often needed explanation. The Ann Arbor branch had discussed the change of name in three different sessions but had found nothing as good and had voted not to change. Miss Dutton also spoke for the retention of the present name. She thought that the name was already well known and that if a change were made we should have to begin practically as a new association and would lose all the prestige that the name now carried with it. Mrs. Pomeroy suggested that this be made a part of the business for the next biennial with a request to the branches that they should canvass the matter thoroughly and come with definite instructions at that time. This was moved, seconded, and carried.

The matter of establishing a club house in Washington was the next business to be taken up. Mrs. Morgan was asked to present it.

Mrs. Morgan spoke of the great desirability of a house in Washington that seemed likely to be available for our purposes when the government terminates its lease of the property on July 1, and presented the following tabulation of the financial needs with proposals for meeting them:

House at 1607 H Street, Lafayette Square, (opposite White House).
Rents to Government at \$6,500.
Estimated income from bed rooms monthly (15 rooms at \$1.50 to
\$2.50 a day)..... \$1,140.00

Estimated monthly expenses outside of dining room, operation	980.00
Rent	542.00
	<hr/>
	\$1,122.00

Estimated expenses exceeds estimated income by..... \$ 282.00

This estimate assumes that the rooms are kept full. On the other hand, additional income could be provided by rent of sleeping porches opening out of three rooms, and by rent of assembly rooms on first floor.

Means of Financing

Income from house should cover operating expenses.

Rent should be covered by dues of members.

Usual dining room deficit should be covered by dues of local members and by special catering or by maintaining a public cafeteria, for which there are facilities.

Necessary for Opening the House

Cash fund on hand or in sight to provide for	
Rental for one year.....	\$ 6,500.00
Equipment and furnishing	15,000.00
Supplies in advance	3,500.00
Extras, e. g. remodeling.....	5,000.00
	<hr/>
Total	\$30,000.00

2. Provision for raising \$6,500 a year from dues.

3. A group of people willing to guarantee the lease.

The following alternative plans are proposed:

1. Cash fund of \$30,000.00.

a. Gifts and longtime loans from individuals. \$1,000 each suggested from thirty people.

b. Raising the general dues for one year to \$5, with a proportional amount to Alumnae Associations. (An experienced clubman says that on an assessment one-third of the members drop out, but on raising of dues only ten per cent.) 7,000 members at \$4 each (the increase) would produce \$28,000. 8 alumnae associations at \$300 each, \$2,400. Total, \$30,400.

2. \$6,500 a year from dues.

a. Make all the general members automatically non resident members of the club.

Raise the dues to \$3 of which \$1 shall be applied to the club.

(Raise local D. C. dues to \$10 including general dues.)

6,500 members will produce \$6,500.

b. Establish club under auspices of A. C. A. so that only A. C. A. members are eligible to join, but make membership voluntary.

Make non-resident club dues \$5. Yearly dues are then \$6 if A. C. A. dues are not raised.

(Make local club dues \$10, total \$12 if A. C. A. dues are not raised.)

1,300 members will produce \$6,500.

3. Guarantors of Lease.

The Washington Branch will undertake to find these.

Mrs. Morgan suggested that it might be wise to put the matter in the hands of a committee.

Mrs. Pomeroy said that she felt that it was desirable that the Association have headquarters in Washington and moved that it is the sense of this meeting that headquarters be established in Washington

in the general interests of the A. C. A. This motion was seconded. In order to show the need of such headquarters Mrs. Morgan read a list of the government departments that had asked for our assistance in the last few months. It was asked what this might mean in the way of expense to the branches. Mrs. Orville Martin thought that we might trust the executive officers not to raise the dues further. Miss Adams was convinced from her experience in government work that the Association should have both headquarters and a house. She thought that the establishment of the A. C. A. in adequate and dignified headquarters would be of inestimable value. The vote was called for and the motion was carried.

Mrs. Pomeroy then moved that the matter be placed in the hands of a committee of seven to be appointed by the president to work out in conjunction with the Washington Committee a plan for such headquarters and club house with authority to go ahead with plans or not to act as circumstances may dictate. The motion was seconded. Miss Sabin felt that assurance should be given the branches in the motion itself that no further tax would be imposed in carrying out the project. She moved therefore the following amendment: "It is expressly understood that the project of headquarters and club house shall not entail a demand upon the branches to provide for the financial support of the enterprise. This amendment was seconded and carried. The original motion was then carried.

The matter of the program of work for the ensuing year was the next order of business. Typed copies of the program proposed by the board of directors were distributed, and read by the president who called for additional suggestions. The suggested program follows:

1. The study of existing education laws and of proposed legislation with reference (1) to minimum salary for teachers; (2) equal pay for men and women teachers; (3) equal opportunity for promotion; (4) equality of opportunity in administrative positions.
2. The branches to inform themselves in regard to opportunities for women in normal schools and colleges in their region with special reference to equal pay, equal opportunities for promotion and for administration.
3. To work for community centers especially in the large country towns as centers for child welfare work, community health, and other forms of forward looking movements.
4. Every branch to make itself responsible for a real endeavor to get into college all girls fitted to enter.
5. Every branch and every college woman to watch continuation schools and vocational training to see that this training does not become unpaid apprenticeship for some particular trade; and that both continuation schools and vocational education be provided for girls as well as boys.
6. The branches to hold themselves in readiness to add the weight of their public opinion when the national association shall feel itself called upon to initiate or to stand behind some movement for better education.

Miss Hyde called attention to the fact that it is not etiquette among scientists and other highly trained persons to seek positions and that knowledge of suitable openings does not ordinarily come to the employment bureaus. She moved therefore that a committee be appointed to make a registry of trained women recording their educational and

administrative qualifications and that this committee secure information of desirable positions for such trained women, receive applications for such candidates, and be prepared to recommend from its list properly qualified candidates for such openings. This was seconded by Dr. Stevens. Mrs. Orville Martin objected that for us to undertake this was putting a section of a big thing into a small thing—that this should be a part of the U. S. Employment Service. Mrs. G. S. Martin said that if the time came when the School Board Service of the the Bureau of Education or the U. S. Employment Service was ready to handle this work our committee should cooperate with them and hand over whatever information we had secured. Mrs. Rosenberry then asked Miss Adams to express an opinion as to the desirability of such a committee. Miss Adams replied that she would favor the appointment of such a committee if the intention was to use the branches as field stations of the employment service. She would object, however, to any registration not closely tied up with placement. Mrs. Rosenberry replied that the motion contemplated just this. The motion was carried.

Miss Sabin then moved that it is the sense of this meeting that the suggested program constitutes a helpful and practicable aid to the working plans of the branches. This was seconded and carried.

The president then called for the reports from the conferences.

Mrs. Adams reported for the conference of branches that a type-written copy of the proceedings would be sent at once to all of the branches.

Mrs. Hester moved that there should in future conventions be a sufficient number of sessions to enable every one to attend at least one branch conference meeting. This was seconded and carried.

Miss Reilly reported the receipt of a telegram asking us to endorse the suffrage educational program. It was moved, seconded and carried that this be done.

The president asked if any of the other conferences had any resolutions to present. Miss Johnston for the joint conference of the trustees, deans, and college professors offered a resolution that a committee be appointed to consider a united drive for at least \$600,000,000 for salary endowment for privately supported women's colleges. This was seconded by Miss Sabin and carried.

The report of the nominating committee was called for and presented by the chairman, Miss Johnston, as follows:

The members of the Nominating Committee, consisting of Mrs. Myra Jordan, Miss F. Louise Nardin, Miss Alice Waite, Mrs. Birney Donnell, Miss Eva Johnston, Chairman, wish to present the following names for election to A. C. A.

Recording Secretary: Mrs. Roscoe Anderson, 5786 Kingsbury Blvd., St. Louis, Missouri.

Treasurer: Mrs. Katherine Pomeroy, 938 Glengyle Place, Chicago, Illinois.

Vice-President-at-Large: Mrs. Raymond B. Morgan, 35 B Street, N. W., Washington, D. C.

Chairman of Committee on Fellowships: Miss Margaret E. Maltby, Columbia University, New York City.

A. C. A. Representative in the Naples Table: Miss Mary W. Calkins.

Chairman of Committee on Recognition of Colleges and Universities: Miss F. Louise Nordin, University of Wisconsin.

Member of Committee: Miss Eleanor Lord, Goucher College.

Chairman, Committee on Vocational Opportunities for Women: Mrs. May S. Cheney, University of California.

Member of Committee: Miss Margaret Garthwaite, University of California.

Sectional Vice Presidents: North Atlantic, Mrs. W. N. Wheeler, Boston, Mass.; South Atlantic, Mrs. Glen L. Swiggett, Washington; North Rocky Mountain, Miss Nora B. Kinsley, Sheridan, Wyoming; South Rocky Mountain, Mrs. C. A. Duniway, 24 College Place, Colorado Springs, Colo.; North Pacific, Mrs. Miles W. Birkett, Spokane, Washington; South Pacific, Mrs. O. Shephard Barnum, Los Angeles, California.

The Committee asks permission to delay for a few months the nomination of a Vice-President for the Southwest Central Section, and asks that Mrs. Orville Martin continue to serve until the new appointment.
Respectfully submitted,

EVA JOHNSTON, *Chairman*.

It was moved, seconded, and carried that the report be accepted and that the secretary be instructed to cast a single ballot for these nominees. The chair declared these nominees elected.

The chair then called for the report of the committee on resolutions which was presented by the chairman, Miss Marion Churchill. The resolutions were presented and acted upon separately. All were carried. The report of the Committee follows:

The Committee on Resolutions consisting of Miss Marion Reilly, Mrs. Glen Levin Swiggett, Miss Eloise Ellery, Miss Marion Churchill, chairman, presents the following resolutions for the consideration of the convention:

I. In appreciation of the hospitality enjoyed by the Thirty-fifth Biennial Convention in the City of St. Louis the Association of Collegiate Alumnae resolves:

To extend to the St. Louis Branch an expression of sincere appreciation of the cordial welcome extended by the Branch members and their friends, and the evidence of thoughtful planning for the business and pleasure of this Convention, and in particular

To express its gratitude to Mrs. Schneidt and the members of her committee who have been immediately responsible for the entertainment of the Association and especially to Mrs. Philip N. Moore for so generously opening her home to the members of the Association.

The Association of Collegiate Alumnae further resolves:

(1) That the Association thank the Chancellor and faculty of Washington University for the opportunity to visit their distinguished campus, and for the privilege of holding a meeting in the beautiful college chapel; and that it express to Mrs. Hall and to Dean McCaulley appreciation of their gracious hospitality.

(2) That the Association express its gratitude to the Principal and the Board of Trustees of Mary Institute for the privilege of holding a meeting in the school auditorium.

(3) That the Association thank the Convention Bureau of the

Chamber of Commerce for their very practical assistance in arranging details.

(4) That the Association express to the management of the Planters Hotel its appreciation of the uniform courtesy extended to the members of the Association.

II. WHEREAS, The School Service Division of the Bureau of Education was established as a war emergency service and without provision for its permanence, and

WHEREAS, the Division has been found to meet a permanent need and is of increasing value to school boards throughout the country, therefore be it

RESOLVED: that we the members of the Association of Collegiate Alumnae in convention assembled urge upon Congress that it establish the School Board Service Division as a permanent Division in the Bureau of Education with adequate funds for the continuance and extension of its work; and be it further

RESOLVED: that copies of this resolution be sent to the members of the United States Congress.

III. WHEREAS, the Association of Collegiate Alumnae has already urged on the United States Government that wherever great bodies of women are employed the conditions under which they live shall be under the immediate supervision and control of women officials with adequate authority; and

WHEREAS, the Government has erected in Washington buildings housing two thousand women in Government employ; therefore be it

RESOLVED: that we, the members of the Association of Collegiate Alumnae, in convention assembled in St. Louis on this 3rd day of April, 1909, representing seventy-five colleges and universities do respectfully urge upon the Secretary of Labor and the President of the United States Housing Corporation that the policy and administration of these Government Residence Halls for women be placed in the hands of women; and be it further

RESOLVED: that, as we believe only specially trained women of proved executive ability should be appointed to Government positions of authority, we request that the Association of Collegiate Alumnae be permitted to make recommendations for the above positions.

IV. WHEREAS, the latest report of the Provost Marshal General shows that over 29% of all the men examined for military service were rejected because physically unfit and that over 37% were unfit for full military service; and

WHEREAS, the experience of the men in the great training camps has demonstrated so emphatically the physical, social, and intellectual values of regular habits of life and exercise in the open; and

WHEREAS, the entire nation is at the present time roused to the need of giving constructive attention to the physical well being of our citizenship; and

WHEREAS, the most immediate and effective as well as the most enduring results can be accomplished with the youth of the nation, therefore be it

RESOLVED: (1) That the Association of Collegiate Alumnae shall make every reasonable effort to further the enactment of laws providing for the physical education of all children of six to eighteen years of age.

(2) That this Association hereby authorizes its president to appoint a committee of three members to consider methods by which the Association of Collegiate Alumnae either through its general organization or through its branches may co-operate with existing agencies in carrying out the above resolution.

V. WHEREAS, we believe that the continuance of a country-wide system of public employment offices is essential to the adequate solution of the urgent industrial and community problems confronting the country in this period of readjustment and reconstruction; and

WHEREAS, we believe furthermore that the establishment by law of a permanent United States Employment Service with the Federal Government and the States cooperating therein would be an act of far-reaching and constructive public policy, contributing to the stabilizing, understanding and improving of working and living conditions in the United States; and

WHEREAS, as college women we are profoundly convinced of the necessity of the right sort of professional leadership in industrial, social, and civic affairs; therefore be it

RESOLVED: that we, the members of the Association of Collegiate Alumnae, representing the graduates of seventy-five universities and colleges of the United States, in biennial conference assembled in St. Louis, Missouri, on the 3rd day of April, 1919, do most earnestly petition and request the Congress of the United States.

1. To provide for the continuance of the present War Emergency U. S. Employment Service until such time as a permanent Service may be established by law, in order that a country-wide system of public employment offices under the direction of the Government may not lapse at a time when it is imperatively needed and is winning the confidence of all groups of workers and employers and of the public; and
2. To establish by statute at the earliest possible opportunity a permanent United States Employer Service with powers and duties defined in the light of the best experience of such services in this country and elsewhere and after a comprehensive study of its fullest possibilities of usefulness; and
3. To provide in such a permanent service a service for professional workers, both men and women, in order to secure the fullest participation of such workers in the productive work of the country, to enlist the cooperation of colleges and professional schools in the training of such workers, and to assist in drawing into public employment service as a career the best types of young men and young women; and be it further

RESOLVED: that copies of this resolution be sent to all members of the United States Congress.

Mrs. Wahl moved that the convention go on record as endorsing a League of Nations. It was asked just what was meant by the term a League of Nations. Miss Churchill for the Committee said that the Committee had considered the matter of a resolution on this subject but had decided that a resolution endorsing the exact terms of the plan which the Peace Conference had published would precipitate a controversy that we could not hope to finish in this convention; and to bring in a resolution endorsing in a vague general way a League of Nations would mean nothing.

Miss Gildersleeve thought it very important that the convention pass some sort of resolution endorsing the general principle of a league of nations and thought that we could trust the peace conference at Paris to find whatever practicable solution there might be of the matters in controversy.

Miss Rogers thought it was imperative that the college women of the country should go on record as endorsing the principle of a league of nations and would make a motion that the university women of America heartily endorse the general plan of a league of nations and look forward with hope to its actual accomplishment. This was seconded and carried.

Mrs. Morgan moved that the executive secretary be instructed to ask each branch to put the resolutions addressed to Congress

in the hands of the two senators and the members of congress from the state in which it is organized. This was seconded and carried. The executive secretary said that she would see that the general members received like instructions also.

Miss Ellery moved another resolution to the effect that the A. C. A. endorse the plan of creating a national department of education with a secretary at the head who shall be a member of the cabinet. This was seconded and carried.

Miss Reilly asked in connection with this federal bill whether it would be possible for the president to watch it and report to the association recommending any action that should be taken. The president thought that this should be the work of the committee on educational legislation. In this connection the executive secretary read a letter from Miss Gill calling attention to several points that should be carefully watched in connection with this particular piece of legislation. It was moved, seconded and carried that this matter and Miss Gill's letter be referred to the committee on educational legislation.

The chair announced that she had appointed Mrs. Fairchild chairman of the committee called for by the Boston Conference.

The meeting then adjourned.

The Council Meeting, Thursday Morning, April 3, 1919

The meeting was called to order by the President at nine o'clock. It was moved and seconded that the minutes of the last Council meeting stand approved as printed in the *Journal* and the motion was carried.

The president announced that a little time would be given to the discussion of state organization and that the subject could be taken up again later if there should prove to be time for it. She thought that some sort of state organization and organization by smaller districts within the state was a necessity. Just what the smaller unit should be would depend upon the local conditions. She thought that perhaps in some states one branch might be charged with the responsibility of undertaking the work of organizing the state. In some cases perhaps a dean of women could do it. It is a matter of small importance whether the A. C. A. gets the credit for all of the work that is done. Neither does it matter whether all of the persons who work with us are college women.

Mrs. Adams of Ann Arbor suggested that the congressional district would in some states be found the most practicable unit and thought that in the full suffrage states we might perhaps use the suffrage machinery and organization.

Miss Bradford heartily approved the plan of state organization.

Miss Reilly and Mrs. Morgan both favored the congressional district as the most practicable unit. Dr. Stevens agreed with this opinion but thought that perhaps in some of the western states one woman might be able to care for a larger territory.

The president asked for an expression of opinion as to the policy to be followed in the matter of state organization. Dr. Stevens moved that the executive secretary and the president work out a plan

for state organization and execute their plans as seems best. This motion was seconded and carried.

Mrs. Beahan spoke of the desirability of having the national officers attend the state conferences. The president also spoke of the necessity of our working with other women, as for example the state federations.

The president then called for the report of the Committee on Recognition in regard to new colleges. Miss Reilly, reporting for the committee, called attention to the fact that all of the colleges to be presented were on the approved list of the Association of American Universities, though we had no information as to just where they stand on that list. The same is true of many of the institutions that we have already accepted. In its last report the Association of American Universities had indicated that it has for its own purposes a classification of the colleges on its approved list. There is perhaps a question whether we wish to accept the graduates of all of the colleges on the list of the Association of American Universities or only those of the first or of the first and second classes. Just what our policy would be in this matter would perhaps be determined by the number of those already accepted which belong in the third class. Whether or not the classification of the Association of American Universities is obtainable we do not know. At any rate the committee would suggest that if the colleges to be proposed at this meeting are accepted no announcement should be made of it until inquiry has been made of the Association of American Universities in regard to its classification.

The list which the Committee is presenting this time contains three Catholic institutions: St. Elizabeth at Convent Station, N. J.; St. Teresa at Winona, Minn.; and St. Catherine at St. Paul. These institutions seem to meet all of our requirements. Some of their faculty do not receive salaries at all but those who do are paid without any distinction because of sex. The Committee is also prepared to recommend Penn State College, at State College, Pa. This had been under consideration for some time but acceptance had been delayed chiefly because information in regard to equality of pay for men and women had been withheld. Since the opening of the convention a telegram had been received saying that the salaries of men and women in the institution are on an equal basis and the Committee is therefore willing to make the recommendation that it be accepted. The same had been true of Randolph-Macon College but a telegram just received had given assurance of a satisfactory policy in this particular and it was therefore recommended. In addition the Committee was prepared to recommend Whitman College at Walla Walla, Wash., and Coe College at Cedar Rapids, Iowa, both of which seem to meet all of our requirements.

The president asked whether any of the delegates present from the vicinity of any of these colleges had anything to add to the information furnished by the Committee.

Miss Millerd from Grinnell spoke in favor of the admission of Coe College, saying that it had made great improvements in the last few years and was quite the equal of other colleges in the state that are already in membership.

Mrs. Martin called attention to the necessity of insisting some-

what rigidly on the requirement of equal pay, saying that information had come to her here in the convention that one of our already accepted institutions had just adopted a new salary schedule making a marked difference between the salaries of men and women teachers. Might it not be desirable to make an investigation at once into this matter in the case of institutions already on the list and perhaps to recommend the suspension of their membership until the requirement is met?

The question was asked whether when a college is admitted all former graduates are admitted or whether they are admitted only from the date when the college is recommended. The reply was made that it has been the practice to accept all former graduates if they are actually college and not seminary graduates. Objection was made that many institutions that have always borne the name of colleges were really no more colleges in the earlier period than was Mt. Holyoke, for example, during the seminary period. It was pointed out that the S. A. C. W. when it accepts a college admits the graduates only from the time the college came up to the standard. Miss Pendleton in reply to a question from the chair as to her opinion said that she would feel that the committee ought to be trusted in this matter. She was inclined to think that there was an inconsistency here that we must accept.

It was moved, seconded, and carried that the recommendation of the Committee that these colleges be added to the approved list be accepted.

The treasurer called attention to the fact that some of our accepted colleges which had been very urgent about the matter of their admission were at the present time represented in our membership by very few of their graduates. What they had desired was apparently not so much membership in the Association as the prestige that would come from being placed on our accepted list.

The president announced that Mrs. Richardson, who had been elected to the vice presidency of the northwest central section felt that she could not accept the election and that a motion was therefore in order to accept her resignation. It was moved, seconded, and carried that her resignation be accepted with regret, and that the executive officers in consultation with Mrs. Richardson be empowered to fill the vacancy.

The executive secretary then reported certain actions taken at an adjourned meeting of the Board of Directors held on Tuesday afternoon. These were: (1) The appropriation of a sum not to exceed fifty dollars for expenses incident to the convention incurred by the St. Louis Branch; (2) A sum not to exceed \$25 for the work of the committee on Juvenile Vocational Supervision; (3) the authorization of an expenditure not to exceed \$50 for the professional audit of the treasurer's accounts before July 1; (4) a vote authorizing the treasurer to transfer the balance of the War Service Appropriation to the appropriation for the office of the executive secretary; and (5) a vote authorizing the treasurer to pay any other expenses incident to the convention. In connection with the third and fourth of these items the president explained (1) that there had been no professional audit for two

years and that the treasurer rightly felt that she should be protected by having one in spite of the fact that it was somewhat expensive; and (2) that it had been found practically impossible to keep separate in the secretary's office the war service work and the regular work of the office. These actions of the Board of Directors were reported only for the information of the Association and did not require action from the convention.

The president then announced that there remained the work of appointing the several committees called for by action of the convention. The first of these was the committee on the registry of trained women. It was moved and seconded that Miss Hyde of Kansas be made the chairman of this committee with power to select her committee. The motion was carried.

The president felt that probably national committees on Thrift Education and Public Health Education were not necessary but that this was good work for the branches. It was moved, seconded, and carried that the branches be urged to take this up and appoint local committees for the work. It was suggested that an appropriation would be needed for Miss Hyde's committee and the chair asked whether the Council would be willing to authorize the executive officers to make an appropriation when the amount needed was more accurately determined than would be possible now. It was moved, seconded and carried that such authorization be given.

The appointment of a committee to plan for the Washington headquarters and club house was the next matter to come up. A number of persons had been suggested for membership on the Committee, among them being, Mrs. Moore of St. Louis, Mrs. Clark of Bryn Mawr, Mrs. Mott of San Francisco, Miss Wells of Minneapolis, Mrs. Blodgett of Grand Rapids, Miss Reilly of Philadelphia, Miss Thomas of Bryn Mawr, and Mrs. Wheeler of Boston. The chair asked Mrs. Moore whether it would be possible for her to take the chairmanship of the committee. She replied that it would be quite impossible but in response to an inquiry said that she would be quite willing to serve on the committee if she could be of any assistance. The name of Mrs. Blodgett of Grand Rapids was then suggested as chairman and she was appointed. Miss Reilly expressed her willingness to help in any way that she could but asked to be relieved of membership on the committee. The other seven persons were then appointed to constitute the committee.

Miss Keep asked whether with the change in dues the life membership fee would remain the same, and if the life membership fee were increased what would be done about those who had already paid for life memberships. It was replied that whatever action might be taken on this it would not be retroactive.

Some discussion of life memberships followed and Miss Pendleton moved that the Board of Directors be asked to bring in to the next biennial an amendment looking to the raising of the life membership dues. The motion was seconded and carried.

Dr. Stevens moved that the convention by a rising vote express its appreciation of the work of the president and the other executive officers. This was seconded and carried. The meeting then adjourned.

FERRY HALL FOR GIRLS

IMAGINE a wooded campus on a bluff overlooking Lake Michigan, a park of twelve acres of picturesque ravines and brooks, with fine bracing air blowing through the trees. Place this campus in a residential center known for its homes of wealth and culture, twenty-eight miles from Chicago. Then you can get a suggestion of the superb location of Ferry Hall, the school for girls and young women at Lake Forest, Illinois.

Here is a mid-western institution with the scholastic standing of the best Eastern schools—considered so by the strongest Eastern women's colleges. The mental life of the school calls for that self-mastery of a girl's mind which commands concentration on the immediate task. Once she has gained this there is no need to worry about the quality of her intellectual fibre.

The curriculum embraces four years of high-school work and college preparation, two years of graduate work, and special courses in music, expression, domestic arts and science. The proximity to Chicago enables the girls to take advantage of the cultural opportunities of that city.

Ferry Hall stands for a vital type of practical Christianity that gives a peculiar tone to the school, easily recognized by visitors and acknowledged by the hundreds of purposeful women scattered among its alumnae in practically all the important cities of the United States.

The beauty and extent of the campus lure the girls to an active outdoor life. A well-equipped gymnasium, with a large, modern swimming pool, furnishes opportunity for supervised exercise. The physical director and a trained nurse have constant oversight of the girls' physical condition. An artesian well guarantees the purity of the water.

Ferry Hall is a splendid school for the girl who wants the intellectual training of the Eastern schools plus the advantages of an ideal mid-western location.

A word of inquiry will bring details. Address

THE PRINCIPAL; Box B, Lake Forest, Ill.



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Journal of the Association of Collegiate Alumnae

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THE NEWS LETTER

NOVEMBER, 1919.

A WORD FROM THE PRESIDENT

It doubtless seems to the membership of the Association as if the executive officers must be most remiss in their duty, or some sort of news-letter would have been forthcoming before this time. As a matter of fact, however, the officers have not known just how the Association would meet the increased dues and have been unwilling to put out a news letter until they had some assurance that the Association would meet the increased demands upon it in a financial way. It is source of the greatest gratification that members have not dropped out but have felt apparently that the Association is enough worth while to warrant their going ahead in spite of the many demands which everyone feels upon her purse at this time.

The national officers wish to assure the Association that the greatest care will be taken in the expenditure of these dues. Already the fifty cents from each member has made a substantial increase in the fellowship funds; and it is hoped that twenty-five cents from each member may go into the work of the International Relations Committee. All overhead charges remain as they were except, of course, that the cost of printing, paper, railroad fares, etc., has necessarily increased. We shall, however, without doubt come out at the end of the year with a balance on the right side of the ledger; and we hope that some arrangement may be made by which through alumnae associations, college clubs, and direct touch with institutions, we may count upon the backing

of the institutions which belong to our list of accredited colleges and universities.

Your president has just made a visit to Washington where the club house matter has been held up because of a difficulty with the lease. It is hoped that the project can go forward immediately now that Mrs. Philip North Moore has taken the Chairmanship with Mrs. Morgan as her able assistant. The delay has been most annoying but apparently could not be avoided. Your president then went to New York where a meeting of the Club House committee was held, as well as a meeting of the committee on International Relations. The work of this latter committee is one of the really big things which the Association is looking forward to in the next year, and it is hoped that Dean Gildersleeve will write an article for this News Letter or the next one, giving in detail the work of her committee.

A meeting of the Boston Branch carried one back to the early days of the Association and gave one a vivid appreciation of the fact that the Association has always stood for service, and that our service in maintaining standards of higher education for women is not yet completed. A meeting with the Ithaca branch and with the Cleveland branch completed the visits to branches, but a meeting of the President with the conference at New London, Connecticut, called by Mrs. W. M. Wheeler, Vice-president of the North Atlantic section, again brought vividly forward the splendid local work of the branches as well as their great interest in the national program. At Milwaukee a meeting of all the branches in Wisconsin,

including one just formed at Kenosha, was held in the new Milwaukee College Women's Club. The Club has been opened as a venture of the Milwaukee branch and while it will take in a large number of associate members, its active membership will conform strictly to A. C. A. requirements. It is hoped that these state and sectional conferences can become a part of the Association's regular program.

Every member of the Association is urged to read the minutes of the Biennial Convention, as only in that way can members who do not attend the Conventions realize the variety and importance of the work of the Association. It has not been possible to carry out all of the program there outlined: for instance, Miss Hyde has found it impossible to take up the work of registering college women available for positions and the positions available in various colleges and universities for such trained women. The task is too large and can only be done by some agency like the Federal Employment Bureau. The Association has, for the moment, taken care of the records collected with such care by Miss Elizabeth Kemper Adams and under the direction of Mrs. Morgan is keeping open the office in Washington with the co-operation of Mrs. Neale and the commissioners of the District of Columbia, although it has not a cent available to put into the project. What we are trying to do is simply to hold the fort until the United States government can be prevailed upon to make the necessary provision in money for carrying on the employment service.

Your President bespeaks from every member of the Association her cordial co-operation in both the local and the national work. The international work is very important and appeals directly to every member; but we must not forget our national work and our local work, which are vital if we are to assist other countries to realize what Professor Spurgeon has called in her report "the great contribution of the United States to the cause of learning—the democratization of education."

LOIS K. MATHEWS ROSENBERRY,
President of A. C. A.

THE NEWS LETTER

Many inquiries and protests concerning the non-appearance of the Journal have reached the office. There has been no issue since April and Volume XII is still incomplete. The April number carried only a partial report of the St. Louis convention, including, however, the minutes of that meeting. The last number of Volume XII should have been published in July and should have completed the report of the biennial. After the publication of the April number, however, because of the uncertainty as to our financial future, it seemed best to the officers to suspend publication temporarily. It was impossible to forecast the response of the Association to the demand for increased dues; and until definite assurance of adequate support was forthcoming, drastic retrenchment seemed to be the only wise policy.

Perhaps the executive committee should have relied more confidently upon the interest and loyalty of our members. In any case, it is now clear that there will be very little loss of old membership by reason of the increase. Such as there is will be far more than made good by the gain in new members. There is a surprising and most gratifying increase of interest in our work all over the country. Almost every mail brings to the office one or more inquiries as to the method of organizing a branch. Few, lamentably few, of these inquiries seem to be the result of missionary activity on the part of existing branches. The volume of this spontaneous demand gives some indication of what could be done with a vigorous missionary spirit stirring among our members.

If one's optimism were sufficiently tenacious one might hope for the awakening of this spirit by and by. Meantime the future is sufficiently assured to enable us to proceed with our publication. The July number of the Journal, carrying the rest of the report of the biennial and completing the volume, will be published as soon as financial considerations permit. Meantime publication is resumed on the basis approved by vote of the Association in April. At that meeting it was proposed that the Journal be given

up and that a monthly News Letter, much smaller in scope be substituted. The discussion revealed, however, a decided unwillingness on the part of the Association to dispense with the Journal entirely. It was finally voted to continue the Journal as a quarterly, even though its size might be somewhat reduced, but to publish in the months when the Journal does not appear a small and very modest News Letter.

The present publication is the first result of the effort to carry out the directions given by the vote of the Association. It is the hope of the editor that everybody, even our busiest members, may find time to read these few short pages, and that through general cooperation by way of suggestions and contributions, every inch of its limited space may be made to count toward the progress of our work.

ANOTHER CALL FOR SERVICE

At the request of Mrs. Margaretta Neale, Assistant to the Director General of the United States Employment Service, the Association took over on October 10th the direction of the professional and clerical section of the Service, giving thus a prompt demonstration of the possibilities of cooperation with the government which lie in the establishment of a Washington center for the Association.

Delay in securing legislation for a permanent Employment Service and shortage in the present appropriation necessitated the withdrawal on October 10th of all Federal support from field offices of the United States Employment Service, in order to conserve funds to continue limited activities until June 30th, the end of the fiscal year. In this the Employment Service passed through what the Director General calls its third bankruptcy, and in the emergency called upon civic organizations to cooperate in keeping open the offices otherwise necessarily closed.

In response to an appeal of this kind the executive secretary and the vice president-at-large, in consultation with Mrs. Philip N. Moore, a former president, offered the resources of the Association of Collegiate Alumnae in carrying on the professional and

clerical work. In taking this action your officers felt that this work had already been authorized by the vote of the Convention at the St. Louis Biennial, which approved the appointment of a Committee on the Registry of Trained Women and authorized the Executive Officers to make an appropriation for such a committee. Up to this time however it had been found impracticable to organize such an undertaking with only volunteer help, and the opportunity thus presented of carrying on the Professional Section of the Employment Service in Washington seemed to constitute a beginning in this field, and to offer an opportunity not to be missed as well as a responsibility that could not well be refused.

Moreover, the association has a sort of proprietary interest in the Professional Section, since it was conceived and initiated by Elizabeth Kemper Adams, formerly chairman of the A. C. A. Committee on Vocational Opportunities, who was in Washington as the representative of the National Committee of the Bureaus of Occupations when she was appointed to the Employment Service. Miss Adams's first appointment was as chief of the Collegiate Section of the Women's Division, and it was through her efforts that this section was taken out of the Women's Division and transformed into the Professional Section for both men and women.

For the carrying on of the work the Government provides office space, heat, furniture, equipment, the franking privilege, supplies and forms, and some clerical help. Incidental expenses, such as light, telephone and janitor service will probably be borne by the District of Columbia Committee which maintains the Men's Division and with which our Association is cooperating. Theoretically, all the civic organizations have pooled their resources in one Citizens Committee which maintains the whole local service with the District Commissioner for Federal Director, and the Association of Collegiate Alumnae assuming the responsibility of manning the office for professional and clerical work. Practically, until some other way is found of caring for the women's work, the Association of Collegiate Alumnae has charge of the whole Women's

Division, under the supervision of its vice president-at-large.

While, however, the work of the Women's Division as such is local, the professional and clerical work is at least potentially national and will be made more and more actually so as the resources of the office grow through development of the connections with colleges, Bureaus of Occupations and the Association of Collegiate Alumnae Committees on Vocational Opportunities.

At present these resources are pitifully small. The Association of Collegiate Alumnae itself has been able to give only supervision and cannot promise more until after June 1st. One worker paid by the National Catholic War Council and another temporarily loaned by the United States Employment Service, with the part time of a third, detailed from the Administrative Office, constitute the working force. The lack of even a stenographer, renders impossible for the time the countrywide cooperation which makes this an appropriate task for our Association; but it is expected that through the interest of individuals and other organizations the necessary financial aid will be provided. This is only another illustration of the valuable work that the Association could carry on through its central offices if its membership were larger and its financial resources increased.

A WORLD ASSOCIATION OF UNIVERSITY WOMEN

On July 10th last, in London, there was created under the joint auspices of the Association of Collegiate Alumnae and the Federation of University Women of Great Britain, an International Association of University Women. The new organization is the result of the movement started more than three years ago by the appointment of our Committee on International Relations. When the committee was appointed our concern was hardly at all with the nations of Europe. We had our eyes fixed on Canada and Latin America and on the Orient. The Latin American fellowship was already projected, tentative efforts were making in Canada for the formation either of branches of our Association or of a separate national as-

sociation to affiliate with us, and a branch in Japan and one in China seemed quite within the bounds of possibility.

Then came the war and a growing consciousness of the closeness of the bond uniting us with our European allies. We saw clearly for the first time to how great an extent our educational ideals and methods had been dominated, particularly in the field of higher education, by the influence of the German universities. We sought a corrective by various means, one of the most effective being the sending and receiving of educational missions by the allied countries.

One such mission, the British, included in its personnel, two women. Their inclusion was, we are told, an afterthought—a belated recognition of the large part played by women in higher education in America. Afterthought or not, it was most wise; and the British government had besides the good fortune to make the happiest possible selection of candidates for this service—Prof. Caroline Spurgeon, Professor of English Literature at London University, and Prof. Rose Sidgwick of Birmingham. The untimely death of Miss Sidgwick shortly before the date set for her return to her homeland revealed the depth of the impression she had made during the few short months of her stay and brought an instant demand that her visit be commemorated by the establishment of a Rose Sidgwick Memorial Fellowship to be awarded each year to one of her countrywomen for graduate study in the United States.

Before Miss Sidgwick's death, however, there had been held in Boston a conference of the leaders in the field of women's education in this country to talk over with these two distinguished visitors the practical means of drawing closer the bonds between Great Britain and the United States. Exchange lectureships and scholarships, and the methods of creating and awarding them were discussed at length. The most important result of the conference, however, was the emergence of the idea that back of such separate and detached efforts at rapprochement must lie some permanent union of the university women of the two countries and perhaps ultimately of the world.

Miss Spurgeon returned to London with a vivid appreciation of the possible significance to the movement for permanent peace and international understanding of such a world union of university women. The result was an invitation to our Association to send to the meeting of the British Federation in July representatives to work out jointly with the British women a possible constitution for such an international association and to arrange practical plans for the immediate launching of the undertaking.

In response to this invitation, Dean Virginia C. Gildersleeve, Chairman of the A. C. A. Committee on International Relations, was authorized to represent the Association at this conference. President M. Carey Thomas of Bryn Mawr and Dean Helen Taft of the same institution, both members of our committee, were also present at some of the meetings. A tentative constitution was drafted, which was afterward accepted by the British Federation and which will be submitted to our Association for acceptance at the next Council meeting in April.

Efforts will be made at once to find and bring into the International Association the various national groups already organized and to secure the organization of such groups where this has not yet occurred. It is said that the university women of Sweden are already well organized. During the past summer, the Canadian women have perfected their organization, and word has recently come from Peru that one of our members visiting there has formed an organization of all the University women of Peru, twelve in number, but making up in enthusiasm what they lack in numbers. Our recently formed branch in Japan and a still unorganized group of American college women in China have been asked to create as soon as possible national organizations of the university women of those countries to affiliate with the International Association. There is every reason to expect that the first conference of this body, which is scheduled for July 1920, in London, will be attended by representatives of at least four national organizations—those of Great Britain, Sweden, Canada and the United States.

Meantime practical plans for carrying out

some of the purposes of the International Association are already going forward. It seems highly probable that means will be found for bringing to the United States during the year, three very eminent British university women to lecture in all parts of the country. The proposal is that one of them shall be assigned to the east and a part of the middle west, one to the south and one to the middle west and the far west. The new A. C. A. national headquarters and club house in Washington will serve as a center of information and hospitality for foreign university women visiting the United States and efforts will be made to establish co-operative relations with College Clubs over the country as subsidiary centers for these purposes. Mrs. Whitelaw Reid has offered the use of a house in Paris as a similar center for that country; while in London the headquarters of the British Association will serve the same purpose.

It is safe to say that no other international educational movement of equal scope and significance has grown out of the world war.

The next Council meeting of the Association will be held in Cleveland in April, the exact date to be announced later. In connection with this meeting there is to be called a general conference of all college women's organizations in the country including unaffiliated college clubs, alumnae associations, etc., to discuss a reorganization of all existing groups into a single great national organization of college and university women. The demand for such a conference has grown out of the activities of our Committee on International Relations. In order that the conference may be as widely representative as possible, the executive secretary is desirous of finding every college club in the country. Will every member who knows of any organized group of college women, whether separate college club such as the Smith and Vassar clubs, or independent mixed college or women's university club, please send to the office the name and address of the president, or if unable to do that, at least notify the executive secretary of the existence of such a club.

Society for American Fellowships in French Universities

The Society for American Fellowships in French Universities offer each year for open competition among graduates of American colleges and other suitably qualified candidates a number of fellowships, not to exceed twenty-five, for the purpose of encouraging advanced study and research in French Universities.

The Fellowships

The fellowships, of the annual value of \$1000, are granted for one year and are renewable for a second year. They may be awarded in the following fields of study:

Anthropology	Engineering	Philology	Physics
Archaeology and History of Art	Geography	Classical	Political Science
Astronomy	Geology	Romance	Economics and In- ternational Law
Botany and Agri- culture	History	Oriental	Psychology
Chemistry	Law	Semitic	Religion
Criminology	Mathematics	English	Sociology
Education	Medicine	Philosophy	Zoology

Fellows will be required to sail to France not later than July 1st of the year in which the award is made, to matriculate in a French University for the following session, and to pursue studies in the field of science designated in their awards. They will be expected to send accounts of their studies together with reports of their progress from their instructors.

Qualifications of Applicants

Applicants, men or women, must be citizens of the United States and at least twenty years of age. They must be:

1. Graduates of a college requiring four years of study for a degree, based on fourteen units of high school work; or
2. Graduates of a professional school requiring three years of study for a degree; or,
3. If not qualified in either of these ways, must be twenty-four years of age and have spent five years in an industrial establishment in work requiring technical skill.

Applicants must be of good moral character and intellectual ability, and must have a practical ability to use French books.

Documents Required

Applications must be made on Application Blanks furnished by the Society and must be accompanied by:

1. A Certificate of Birth;
2. A Certificate of Naturalization, if needed;
3. A Certificate of College Studies;
4. A Certificate of Industrial Work, if needed;
5. Testimonials to Moral Character and Intellectual Ability;
6. A Photograph, signed and taken within a year; and
7. Printed or written articles, theses and books, written or published by the applicant.

Applications should reach the Secretary of the Society not later than January 1st of the year in which the award is to be made.

Application Blanks and further information about the fellowships may be obtained from the Secretary,

DR. I. L. KANDEL,
576 Fifth Avenue,
New York.

TAKE NOTE

These ten rules for killing an organization, prepared by Mrs. O. D. Dryer for the Ohio Woman Suffrage Association's *Bulletin* were printed recently by The Woman Citizen. They are quite as applicable to our work as to the suffrage work:

1. Don't come to the meetings.
2. But if you do come, come late.
3. If the weather doesn't suit you, don't think of coming.
4. If you do attend a meeting, find fault with the work of the officers and other members.
5. Never accept an office, as it is easier to criticize things.
6. Nevertheless, get sore if you are not appointed on a committee, but if you are, do not attend any committee meetings.
7. If asked by the chairman to give your opinion regarding some important matter, tell her you have nothing to say. After the meeting tell every one how things ought to be done.
8. Do nothing more than is absolutely necessary, but when other members roll up their sleeves and willingly, unselfishly use their ability to help matters along, howl that the organization is run by a clique.
9. Hold back your dues as long as possible, or don't pay at all.
10. Don't bother about getting new members. "Let George do it."

NOTES BY THE WAY

It is expected that the National Club House in Washington at 1607 H St., will be ready for occupancy not later than the middle December. No effort has been made to begin the membership campaign until the house should be actually ready for use. The campaign will, however, begin in earnest almost immediately. Will club house membership chairmen please take notice and do their part. A forthcoming issue of the News Letter will be devoted to the club house.

Not a few of our branches are planning this year to raise a part of their money by means of lectures or entertainments. Their attention is called to the fact that under the law the receipts from such an entertainment are subject to tax if they are to be used for a scholarship, since the benefit in such case inures to individual. If, on the other hand, such receipts are used to pay the dues to the national association, an educational organization, they are exempt from taxation. It is well to bear this in mind in making claim for exemption.

The supply of the following issues of the Journal is exhausted: Volume XI, Nos. 1, 2, 3, 5, 8, 9 and 10, and Vol. XII, Nos. 1, 2, 3. Will members who have any of these numbers and are willing to part with them, please be kind enough to send them to the office of the executive secretary.

The Macmillan Company has just issued a new volume in the American Social Progress Series by Mrs. Edith Elmer Wood, Chairman of our national committee on Housing. The title of the book is *The Housing of the Unskilled Wage Earner*. The book not only presents the housing problem as it now exists but also outlines a comprehensive housing policy for the United States. Among other books by our members recently received at this office for review which will receive more extended notice later are the following:

What America Did. By Florence Finch Kelly, E. P. Dutton & Co., N. Y.

The Freedom of the Seas. By Louis Fargo Brown, former holder of our Alice Freeman Palmer Memorial Fellowship, E. P. Dutton & Co., N. Y.

Helping France. By Ruth Gaines, a member of the Smith College Unit, E. P. Dutton & Co., N. Y.

The Life and Letters of James Monroe Taylor. By Elizabeth Hazelton Haight, E. P. Dutton & Co., N. Y.

Treasured Nature Lyrics. By Alice Wilson Wilcox, Richard G. Badger, Boston.

The Passing of Cinderella

THE quaint little childhood tale of the poor kitchen maid is not so far removed from recent reality.

For we all recall the staggering piles of dishes, the dust-strewn floor, the tubs of clothes, the treadmill task at the sewing machines! Yes, Cinderella-like was the housework of yesterday.

And now, the girl of 1920 looks to electricity—most tractable of handmaidens—as the fairy prince who makes life easier and fuller.

Just a push of the button—and tiny electric motors sweep, wash dishes or clothes; clean, scour and polish; make ice or ice cream, run the sewing machine and play the piano or phonograph.

While the motors do the work, other electric appliances are distributed about the house to make good living more convenient. Electric cooking utensils, hair driers, cigar lighters, burglar alarms, door bells, and furnace regulators, are now operated by the magic wand of electric power.

The development of the miniature motors for the kitchen and electrical devices was made possible by the rapid progress in experience gained by the General Electric Company's Engineers, whose efforts in the application of electricity for every sort of industrial endeavor during the past quarter century have brought freedom from the drudgery of other days.

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THE JOURNAL OF THE ASSOC. OF COLLEGIATE ALUM

THE NEWS LETTER

DECEMBER 1919

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MRS. GERTRUDE S. MARTIN, PH. D.
Executive Secretary of the Association
Editor

Communications concerning all publication matters, editorial or business, subscriptions, and changes of address should be sent to Mrs. Martin at the offices of the Association, 934 Stewart Avenue, Ithaca, N. Y. Remittances should be made payable to the Association of Collegiate Alumnae.

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Journal of the Association of Collegiate Alumnae

THE NEWS LETTER

DECEMBER, 1919.

A WORD FROM THE CHAIRMAN OF THE NATIONAL CLUB HOUSE COMMITTEE

Readers of the Journal will remember with interest the plan presented to the Association in April for possible headquarters in Washington. This plan was initiated and described in detail by Mrs. Raymond B. Morgan, whose vision has so frequently culminated in practical results of great value.

When the Club House idea was acted upon at the Biennial, a committee was ordered to be appointed by the President which should have general management of selection of place, details of lease and plans for occupancy. It was found to be almost impossible to obtain a chairman of this general committee outside of Washington who could keep in touch with business arrangements, and finally Mrs. Morgan was persuaded, much against her will, to take the chairmanship, not only of the House Committee, but also of the general management.

How well she accomplished this double duty is shown by the insistence of the lawyer that she should retain nominal charge of all matters connected with the lease and the lawsuit which followed the repudiation of the lease by the owner. When the burden of man-

agement became too heavy, on account of the opening of the Club House, Mrs. Morgan resigned the chairmanship of the National Committee, with the understanding that I, since I am now in Washington somewhat indefinitely, should assume that share of the work. I have accepted with the distinct understanding that Mrs. Morgan shall work with me for the successful completion of the Washington plans.

The other members of the Committee deserve utmost consideration for individual work. Mrs. Hill as Chairman of Finance has planned for the withdrawal to carry the work; Mrs. Wheeler's advice on circulars, and financial assistance at the opening, have been invaluable; Mrs. Pearmain has a reputation in connection with the Boston College Club which will assure us a beautiful setting for the A. C. A. Club House. Mrs. Orville Martin comes to you in her membership campaign somewhat as an impresario, offering much return for the check you will send; and Mrs. Gertrude Martin is always our efficient secretary, with knowledge of every legal and official step in negotiations.

We believe you will thoroughly enjoy the Club House and will loyally support every request from the committee.

EVA PERRY MOORE.

THE NATIONAL CLUB HOUSE

EDITOR'S NOTE: For the facts contained in this sketch and for a large part of the wording the editor is indebted to Mrs. Abby Gunn Baker of the Washington Branch, who has traced with minute care the history of the house and has supplied more information about the neighborhood than it has been possible to include in this issue.

The Association of Collegiate Alumnae has not only a name; it has acquired also a local habitation—a habitation in the very heart of the nation's capital on the famous old LaFayette Square, where, if one only wears the right sort of spectacles, one may see all sorts of distinguished ghosts. The Square is now a grassy, tree-shaded park, with yellow gravelled walks winding through it in all directions, where saucy, friendly gray squirrels importune one for nuts and even the birds are neighborly and unafraid. More or less imposing residences, some of them rich in historic associations, surround it on all sides, the most famous of them all being the Executive Mansion itself, which with its encompassing grounds lies to the south of the Square and faces, almost directly across it, the new A. C. A. Club House and headquarters. The house stands in the very heart of historic Washington, easily reached from the great Union Station, only a very short distance from the main hotel and shopping district, and giving easy access to the most important of the great public buildings. Nowhere in Washington is there another building so admirably suited to the purposes to which the Association plans to devote it.

Looking out from the white-sashed, wisteria-shaded windows of this beautiful old colonial house one can see far more than the present Lafayette Square with its trees and monuments, its gravelled walks and grassy places, its birds and squirrels; more even than the living men—humble government clerks, it may be, or representatives, or senators, or

foreign ambassadors or even presidents—whose restless feet pass and repass on their never-ending errands.

"Hay and Adams," writes Henry Adams in that remarkable autobiography, *The Education of Henry Adams*, "had the advantage of looking out of their windows on LaFayette Square with the sense of having all that anyone had; all that the world had to offer; all that they wanted in life"; and again a little later he adds, still speaking of Hay and himself: "Their chief title to consideration was their right to look out of their windows on great men, alive or dead, in LaFayette Square." All that Hay and Adams could see from their windows we too can see. Only a brick partition separates the inhabitants of the club house from the rooms where Adams lived and wrote, in the house which, with the adjoining house on the corner of Sixteenth Street, the architect Richardson built in 1884 for him and his even more famous friend.

"On great men, alive or dead." One can hardly look into the Square without seeing them. The place is alive with memories. Pictures from the past flash up before one and dissolve into each other like the dissolving views of a cinematograph. Suddenly the trees and the monuments are gone; the stately houses, the carefully laid out streets disappear; and there is nothing left but an open field, an uncared for common, extending almost to the doors of the President's House. A squad of soldiers in the quaint uniforms made familiar to every school boy by our school histories march into the middle of the empty common and go through the military evolutions required by the manual of arms of that day. This was the drill ground of the local militia in the early days of the Republic.

But it was also the community center, the out-of-door gathering place for convocations of every kind. Could one have gazed into it from our present vantage point on the Fourth of July, 1803, one would have been aware that something unusual was afoot. Booths and stalls decorated with the national colors had sprung up about the common. Groups of country folk in holiday attire were flocking to it carrying hampers covered with white cloths, from which presently were produced amazing quantities and varieties of food. A great community picnic was in progress. As the remnants of the feast were cleared away one would have noted that the crowd was being swelled by the accession of the city dwellers also; obvious preparations were afoot for the presentation of a formal program; one heard music; various speakers appeared and harangued the audience. Then as if in response to some pre-concerted signal, the crowd moved toward the President's house where on the recently constructed wooden platform and steps at the north entrance to the White House, stood the President himself—Jefferson—speaking directly to

his people; and his speech would have made us aware that we were assisting at the first great local celebration of an important national event, the consummation in Paris of the Louisiana purchase.

From this same vantage point one might have seen Mistress Abigail Adams arrive in November, 1800, to take possession of the still unfinished and barn-like executive mansion and leave it at the close of her husband's administration very little advanced toward completion. One might have seen Jefferson's second administration pass leaving it still incomplete; and might have witnessed the advent of the charming and efficient Mistress Dolly Madison, under whose competent hands the great house began at last to assume a more finished appearance, with handsome furnishings more nearly befitting its dignity as the official residence of the First Citizen of the Republic. Thrilling with helpless indignation one might have seen also the invasion of the British in 1814 and the destruction of the work of Dolly Madison and her predecessors through the burning of the White House.

One *might* have seen all this from our windows on LaFayette Square, only they were not there—neither the windows nor the Square; just the President's House with the open common before it on the north covering what is now LaFayette Square and much besides; and another stretch of open ground to the south extending to a muddy little stream bearing the vaunting title of Tiber Creek. Not until the capital city had recovered from the shock of the British invasion and President Monroe and his family had moved into the restored executive mansion in 1818 were negotiations begun for the improvement of this long neglected public reservation.

At that time, however, the city coffers were nearly empty, so the city fathers proposed to the owners of the abutting property that they should advance the

three hundred dollars necessary to open the streets running north and south at the east and west of the President's grounds and of Lafayette Square, with the understanding that the loan would be returned by the city in 1821. This proposal was accepted, and accordingly in 1818 the two carriage ways were opened and gravelled.

The names for these popular carriageways was a much mooted subject for many years. The compiler of the little city directory of 1843 devoted more than a page to the subject. He deplored the fact that the beautiful thoroughfares had so long remained nameless and on his own initiative he inserted a name that evidently had some popular usage, "Executive Way." In a foot note he explained that the lovely thoroughfares had grown up and were approaching maturity unbaptized and nameless, a shameless state of affairs which had been brought to the attention of the city fathers repeatedly but to no avail. Even the city mothers had been invoked to perform this duty and had met in council; but beyond endorsing the name—Executive Way for the northern carriage way and suggesting that when trees had been planted about the road at the south of the President's Park the name Sylvan Way would be a proper cognomen for it, the city mothers had been as derelict as the city fathers. Hence the resourceful compiler had taken the bit in his teeth and by the insertion of Executive Way in the city directory had tried to name the thoroughfares himself. But even this drastic measure seems to have failed for in the next issue of the little directory which did not appear until 1846, there was no mention of Executive Way and the streets remained nameless until 1858 when the city council gave them the designations they still bear, Madison Place at the east and Jackson Place at the west of the square.

It was 1826 before any attention was given to beautifying the square itself.

In that year the city had the ground levelled and a wooden fence erected about it. In November, 1834, the *National Intelligencer* records that "the grounds now called LaFayette Square have been well graded and planted with trees." Little further embellishment was added after that date, however, until Clarke Mills' Statue of Andrew Jackson was erected in 1853. A few years prior to that date a great impetus had been given to city beautification when the unexpected Smithsonian banquet had brought to Washington its first collection of curios for a national museum, accompanied by a large gift of money. With a part of this money the stately Norman structure which houses the Smithsonian Institution was erected in 1848 and has always been one of the most picturesque attractions of the mall. While this building was under way Congress engaged Andrew Jackson Downing, a noted landscape artist of the period to lay out the mall, the President's Park and LaFayette Square. Mr. Downing died before the completion of his work but his designs were followed in the improvements which were made subsequently in all three of the public reservations.

The statues which now adorn LaFayette Square have been added one by one after the lapse of considerable intervals of time. Clarke Mills' equestrian figure of Jackson in the center of the Square, made from the guns captured by the victorious general at New Orleans, was the first bronze statue cast in this country. It was unveiled with much ceremony on the anniversary of the battle, January 8, 1853. After the unveiling the Square was laid out very much as it is now; but it was not until 1890 that Congress erected the bronze and marble LaFayette monument, standing at the southeast corner of the grounds, as a memorial to the French hero and his brother officers who served in the American Revolution. The Rochambeau statue at the south-

west corner was unveiled in 1892. The Kosciuszko monument, which stands at the northwest corner, was presented by the Polish-American societies of the United States; while the Baron von Steuben memorial, at the northeast corner, was ordered by Congress. Both of the last named were unveiled during the year 1910.

Charming as is lovely LaFayette Square itself, however, it is after all the memory of the distinguished people who have lived in the houses surrounding it that constitutes its chief charm. There is not a building on the reservation that is not associated with the names of men who have helped to make the history of the nation. It is perhaps not without significance that the first building to be erected on the Square after the Executive Mansion should have been, not a private residence, but a church. The quaint, grey turreted St. John's Episcopal church at 16th and H Sts., erected in 1815-16, was called for many years the "court" church, because all of the chief executives from Madison to Lincoln had worshipped there with more or less regularity.

It was not until 1819 that a private house was built on the Square. In that year Commodore Decatur caused to be built at the present northwest corner of Jackson Place and H. St., a handsome colonial residence designed by Latrobe, one of the original architects of the Capitol. It is the only house on the Square that time has not changed. The Decatur family were young, wealthy, and ambitious and had expected in their new home to set the social pace of the capital. Scarcely, however, had they opened their hospitable doors when the master of the house engaged in a fatal duel with a brother officer of the navy. The young widow leased the mansion to Baron de Neuville, the French Minister, and it thus became the first—although it has had a long line of successors—of the diplomatic homes on the Square.

The Baron and Madame de Neuville

were the society leaders of the little capital. They inaugurated the long series of brilliant social events which have distinguished the Decatur house in almost every administration from that day to this. They were succeeded by the Russian envoy, Baron de Tuiyll, who according to Dame Rumor, came to financial straits through his intimacy with the card table. For that or some other reason, when he returned to his native land in 1823 he sold his family plate to Mistress Monroe for the President's House. It was a splendid service of silver, many pieces of which are still among the oldest and most cherished of the White House plate. After Baron de Tuiyll left the Decatur house Sir Charles Richard Vaughn, the British minister, occupied it for the few months he was in charge of the British legation in 1825. Henry Clay was its next occupant while he was Secretary of State under John Quincy Adams, and it was also the home of the two succeeding secretaries of state, Martin van Buren and Edward Livingston. Then for many years the house was occupied by various members of Congress. After a period during which it was leased by the government for offices, it came, in the sixties, into the possession of General Edward F. Beale, whose family for two generations revived the social splendors of the mansion.

Soon after the Decatur house was built Dr. Thomas Ewell began erecting the third residence on LaFayette Square. It stood a short distance south of the Decatur place and is now 22 Jackson Place. In the Monroe administration it was occupied by the secretary of the navy, Mr. Southard, and for four succeeding administrations it remained a cabinet home, becoming later a senatorial residence. In the late fifties it was purchased by Mr. Stockton, a purser in the navy, and became the scene of the Stockton-Sickels tragedy. It has the distinction of being one of the three houses in Washing-

ton other than the White House which have been the official residence of the chief executive, President Roosevelt having occupied it during the restoration of the White House in 1902.

On the opposite side of LaFayette Square at the northeast corner, Mrs. Madison's brother-in-law, Richard Cutts, built in 1820 an imposing residence. It was there, after Mr. Madison's death, and long years after the presidency, that Mrs. Madison came to spend her declining years and there she held undisputed court until she too passed on in 1849. During the civil war this house became the headquarters of General McClellan. Several years ago it was purchased and enlarged for a club house by Washington's most distinguished scientific body, the Cosmos Club.

Another of the distinguished residences on the east side of the Square was built in the late twenties by Benjamin Ogle Tayloe, a commodious house just south of Mr. Cutts' residence, where for forty years the Tayloes dispensed a lavish hospitality. Later this house passed into the possession of the Camerons of Pennsylvania who, father and son, were not only members of the United States Senate but served also as secretaries of war, the elder under Lincoln and the younger under Grant. During President McKinley's administration the house was occupied for a time by Vice-President Hobart, and later by Mr. McKinley's life-long friend, Mark Hanna.

One of the most interesting houses historically on LaFayette Square stood a little south of the Tayloe mansion on the site now occupied by Belasco's theater—a house called for many years the house of tragedy. It was a handsome residence, built by Commodore John Rodgers of the Board of Navy Commissioners in 1830, and, while the Rodgers family occupied it, was a rendezvous of wealth and fashion. After the commodore sold it, President

Jackson's attorney general, Roger B. Taney, resided there and was followed by Van Buren's secretary of the navy, James K. Paulding. When it became a fashionable boarding place a little later, its ill fortune seemed to begin. During the civil war Secretary of State William H. Seward took up his residence in the house and it was there, on the fateful April night of 1865 that the assassin made the attempt on his life and the life of his son. A few months afterward Mr. Seward's only daughter died in one of the upper rooms of the mansion. General and Mrs. Belknap were its next occupants and both death and disgrace came to their lot while they lived there. The government next used the building for the Commissary Bureau of the War Department but in the eighties James G. Blaine purchased it for his Washington residence and it was there that he met his defeat for the presidency, there he lost both a son and a daughter, and in the same room in which Seward was shot Mr. Blaine, in 1893, passed over to the great majority. In the early years of the present century the house was razed and the theater built on its site.

The houses on the north side of LaFayette Square, those in the immediate neighborhood of the new club house, are fully as interesting as those at the east and west of the square. When Mrs. Madison was living in her home at the east of the square, Matthew St. Clair Clarke, the clerk of the house of representatives in the forties, was building the stately brownstone residence which stands immediately east of St. John's church. This house became later the home of Sir Henry Lytton Bulwer, the British minister in 1849-50, and it was in its shaded gardens that Bulwer's son, "Owen Meredith," who was then secretary of legation, wrote "Lucile."

In the H Street block of which the new club house forms the center, there are only four houses. Two of them,

the Hay and the Adams houses to the east, have already been mentioned. All of the rest of the block to the west of the Club House is occupied by the historic Corcoran mansion, which has recently passed into the possession of the National Chamber of Commerce and will soon be torn down to make way for an imposing five-story business and office building.

The first house occupying this site was built sometime between 1821 and 1829, probably about 1824, by Thomas Swann. It stood in a spacious garden, extending to K Street and filling half of the H Street block. In President Jackson's administration it was occupied by Baron de Krudener, the Russian Minister. In 1844 the house passed into the possession of Daniel Webster; but finding that the up-keep of the establishment was beyond his purse, Webster sold it three years later to Moses H. Grinnell, who in turn sold it shortly afterward to Mr. W. W. Corcoran, the great philanthropist. Mr. Corcoran remodelled the house, probably adding the wings to the east and west sides for the accommodation of his already extensive art collection. He curtailed his garden by selling the eastern part of it to his brother, Thomas Corcoran, who in the late forties or early fifties built the house which the Association of Collegiate Alumnae has leased.

The history of this house vies in interest with that of others on the historic square. In ownership it has passed through but few hands. Mr. Thomas Corcoran died at about the time of the completion of the house and his heirs sold it to Thomas Ritchie, who was the public printer during the Fillmore and Pierce administrations as well as the editor of the administration organ, *The Union*. At Mr. Ritchie's death Mr. W. W. Corcoran again became the owner and his heirs sold it to Mrs. John Hay, to whose son, Mr. Clarence Hay, it still belongs.

The house has played an interesting

part in the social and political life of the capital. Mr. Ritchie was a cultured, scholarly gentleman and during his life his home was a center for literary men and statesmen alike. After his death in 1854 the house was occupied by the Elijah Wards. Mr. Ward was a wealthy member of Congress from New York and Mrs. Ward's garden and dinner parties were among the most brilliant social functions of the period.

It may well be that many of the plans for the secession of the South from the Union were worked out here; for John Slidell, senator from Louisiana from 1853 until his resignation as a secessionist lived here almost up to the time of his departure as Commissioner to Europe for the Confederacy, to be arrested en route together with his fellow commissioner, Mason, by Commander Wilkes of the Trent.

After the departure of Slidell, during President Lincoln's administration, his Secretary of the Navy, Gideon Wells, occupied the house and Mrs. Wells again made it famous for its hospitality. Senator John Potter Stockton of New Jersey followed the Wells family in the mansion and under the regime of his family it became one of the popular centers of society during President Grant's administration. In the nineties the house was again a cabinet home and was occupied by two war secretaries, Mr. Lamont under President Cleveland, and Mr. Alger under President McKinley. Mrs. Lamont transformed the old garden into a bower of loveliness and often served tea in the afternoons of the early summer beneath the branches of its overhanging trees. It is as a memorial to their mother—who was herself an Elmira College woman—and to the happy days she spent in this old mansion, that her daughters have generously provided for the furnishing of one of the principal rooms of the house. It is a part of the plan of the Association to restore the garden

to the loveliness it possessed under the distinguished hostesses of other days and to make it again a center of charming hospitality.

A LETTER FROM THE CHAIRMAN OF THE CLUB HOUSE MEMBERSHIP COMMITTEE

We print herewith a letter from the chairman of the club house membership committee, believing that the appeal it carries should reach a wider circle of readers than merely those to whom it has already been sent.

"To Chairmen of College Groups:

"After grievous delays the time has now come for the national club house of the A. C. A. in Washington. We have the house at 1607 H Street. The

necessary alterations have been made and the furnishing is almost completed. It will be ready for use before the end of January. All college women must be reached and the significance of the club house put before them; all financially able must be urged to join, others must help by giving wide publicity to the plan.

"The enormous benefit to college women of a club of their own in the crowded city of Washington is obvious, but few know of the national work of the A. C. A. or of its plans for internationalism among women's universities which depend for their fulfillment upon this national center.

"For thirty-five years since its incorporation the A. C. A. has worked successfully for the raising of standards in American colleges for women. It has

opened and developed the field of opportunity for women in the professions. It was the first organization to establish fellowships exclusively for women.

"During the war the success of these undertakings was attested by the recognition by federal bureaus, by senators, congressmen, and other government agencies, given to the A. C. A. as a body preeminently qualified to give advice on questions affecting educational and industrial conditions for women and children. * * *

"The A. C. A. Committee on International Relations is formulating plans for a federation of college women all over the world. From this will grow opportunities for our universities to place on their faculties the strongest women from abroad; it will open foreign universities to our own able professors; graduate students can enter more easily those universities which most closely meet their needs but are distant. It will, above all, develop a spirit of fraternity which no accident of history can destroy.

"As patriotic citizens even more than as college women we are called on to help establish this national club house; for it will give body to the ideals of nationalism and internationalism which are the peculiar duty of the A. C. A. in the immediate years.

"The campaign is to be conducted primarily through college groups. It is hoped that presidents of alumnae associations will be able to serve as chairmen for their colleges. If this is not possible for you, will you appoint as your personal representative your ablest available alumna and notify me. Each chairman should place on her committee *secretaries* of all college classes, or where this is inexpedient, a *substitute* from each class. Each secretary or substitute should develop her own methods but should work for at least ten per cent of the membership of her class.

"Branches will also work for members. To enable college chairmen and

secretaries to keep accurate records *branch* chairmen will send to *college* chairmen names of all the alumnae of that college taking out membership in the branch.

"Each college chairman should also place on her committee the president of the present senior class, who should see that all college publications keep up a steady blaze of publicity for the club house and its finance and membership campaigns. She should also secure 100% membership in her class in June. * * * Ample material for publicity will be furnished. May I hear from you at once, * * *

Very sincerely yours,

CARO C. T. MARTIN.

MEMBERSHIP, HOUSE, AND GUEST RULES

At a meeting of the house committee held in Washington June 12, 1919, the following membership rules and preliminary house and guest rules were unanimously adopted. The committee members present were: Mrs. Morgan, chairman; Mrs. Soper, Mrs. Kellerman, Mrs. Wing, Miss Deal. The rules were later submitted to and approved by Mrs. Swiggett and Miss Davis, members of the committee, and Mrs. Ward, now Mrs. Hill, member of the Club House Committee.

Members of House Committee

Mrs. Raymond B. Morgan, Vice-president at large, Washington, chairman.
Mrs. Glen L. Swiggett, Vice-president, South Atlantic Section, Washington.
Miss Sibyl Baker, President Washington Branch.

Mrs. Theodore L. Cole, Councillor, Washington Branch.

Mrs. Karl F. Kellerman, Washington.
Mrs. David L. Wing, Washington.

Miss Olive Davis, Washington.

Mrs. William Guth, Baltimore.

Miss Elizabeth B. Kirkbride, Philadelphia.

Miss Valentine L. Chandor, New York.

Mrs. Summer B. Pearmain, Boston.

Membership Rules

I

Non-resident Members

A. C. A. members residing more than twenty miles from Washington shall be eligible to non-resident membership in the Club.

An associate member of a branch shall be allowed the privilege of membership in the Club provided she pays the regular dues to the general association.

The dues for non-resident members shall be five dollars a year (in addition to regular association dues.)

II

Resident Members

Members of the Washington Branch of the A. C. A. shall be eligible to resident membership in the Club.

Associate members of the Washington Branch shall be allowed the privilege of resident membership in the Club on the payment of the regular dues to the general association in addition to their branch dues.

The dues for resident members shall be ten dollars a year (in addition to regular association dues).

III.

All members joining within the first fiscal year, ending June 1, 1920, shall receive the privilege of membership in the Club without payment of initiation fee. After that time an initiation fee may be required.

House Rules

I

The club house shall be open for members daily.

II

Bedrooms for transient use of members may be engaged in advance on application to the manager of the club house. Applicants for rooms shall state in writing dates of arrival and departure. Forty-eight hours notice must be given to cancel the engagement of a room; if such notice be lacking the applicant shall bear any consequent loss to the club.

Without permission from the house committee a member may not engage a room for more than two weeks at a time or engage more than one additional room for a guest or guests.

No member or guest who requires an attendant shall be allowed to pass the night at the club house.

III

Members engaging rooms shall register on arrival.

IV

Rooms shall be assigned in order of application.

V

Members are responsible for any damage done to the club house either by themselves or by their guests.

The club is not responsible for the safe keeping of any articles left at the club house.

House residents must leave a cash deposit in the office when they expect parcels on which payment is required to be delivered for them.

VI

Both single and double rooms are available at reasonable rates.

Breakfast, luncheon, dinner and afternoon tea will be served daily at moderate prices.

Members are requested to give notice if possible of intention to take luncheon or dinner at the club and of the number of places to be reserved.

VII

Fees to employees are positively prohibited. Members should not reprimand employees. All complaints of any kind must be made in writing to the house committee.

VIII

No children shall be allowed to pass the night at the club house except by special arrangement with the house committee.

IX

No dogs shall be allowed in the club house.

Guest Rules

I

No woman eligible to membership in the Club shall be introduced to the club house (including the restaurant) by any member or members oftener than once in three months, or for a social meeting of the club oftener than once a year. She shall at no time have the privilege of staying over night at the club house.

II

Persons not eligible to membership in the club may be entertained at meals by a member at any time, the

name and address of each guest having first been entered with the name of the accompanying member on the visitors' book.

III

Guests unaccompanied by a member shall have the privileges of dining room and club rooms on presentation of a written order from a member. The order is retained when presented and is a voucher by which the member becomes responsible for any indebtedness incurred by a guest.

For the present no restrictions will be made on the number of guests who may be so introduced by a member, except that this privilege may not be extended to the same person on more than fourteen days or for a period aggregating more than fourteen days in six months.

IV

Any woman not eligible to membership in the Club may have the use of the club house on presentation of a written order from a non-resident member. Such a guest shall register on arrival her name and address, the name of the member introducing her, and the dates of her arrival and departure. The same guest shall not have the privilege of staying at the club house more than seven days in one year except by special vote of the house committee or on twenty-four hour periods not engaged in advance.

Five guest cards for use in reserving rooms will be issued to each member at the time of the opening of the house. Additional cards in limited number will be sent at the discretion of the house committee on application to the manager.

V

No advance reservations will be made for guests at the time of conventions of special interest to members or at other crowded periods.

VI

In the assignment of rooms, preference after members shall be given to mothers, daughters, and sisters of members.

VII

Undergraduates, if properly chaperoned, may be put up at the Club house whenever there are vacancies, but may not make reservations more than twenty-four hours in advance except as specified in above rules.

House rules and guest rules may be relaxed during the summer.

Note: Attention is called to the fact that all rules during the formative period of the Club are subject to change. A ready reference record of all guests, recording date and character of entertainment, length of stay, and members introducing them shall be kept with a view to formulating a general policy in regard to guests and guest privileges which will be satisfactory to club members and prevent abuses.

THE 1920 COUNCIL MEETING

The time and place for the next meeting of the Council have been

definitely determined. The meeting of the whole Council will be held in Cleveland on the eighth, ninth, and tenth of April, but some important committee meetings are scheduled for the seventh. Plans for a general reorganization of the Association, which are now being worked out by a number of committees representing various parts of the country, will be presented at a conference of the Council with representatives of the Southern Association of College Women and of a large number of independent college clubs. It is hoped that some plan of organization may be devised that will unite into an effective working whole all the scattered college forces of the country. This will be the most important meeting that the Association has held in many years and it is earnestly hoped that every branch and the general members in every section may be represented. Begin making your plans now. Will general members in the various sections who may find it possible to come to Cleveland at that time please notify the executive secretary in order that their names may be proposed to the general members as delegates. Information in regard to headquarters, program, etc., will follow shortly.

CONTRIBUTION BLANK

ASSOCIATION OF COLLEGIATE ALUMNAE NATIONAL CLUB HOUSE

I hereby promise to contribute on or before.....19....

By Gift.....\$.....

By Loan at 6% Interest.....\$.....

Name (Last name first).....

Maiden name (if married).....

Address.....

.....

College.....Class.....

Date.....19....

Please make checks payable to the A. C. A. National Club House Fund and send to Mrs. A. Ross Hill, President's House, Columbia, Mo. or to Mrs. Edward D. Pomeroy, 938 Glengyle Place, Chicago, Illinois.

APPLICATION FOR CLUB MEMBERSHIP

Association of Collegiate Alumnae National Club

I hereby make application for non-resident membership for the year 1920.

I am a member of the _____ Branch
or

I am a general member of the Association.

Signed _____

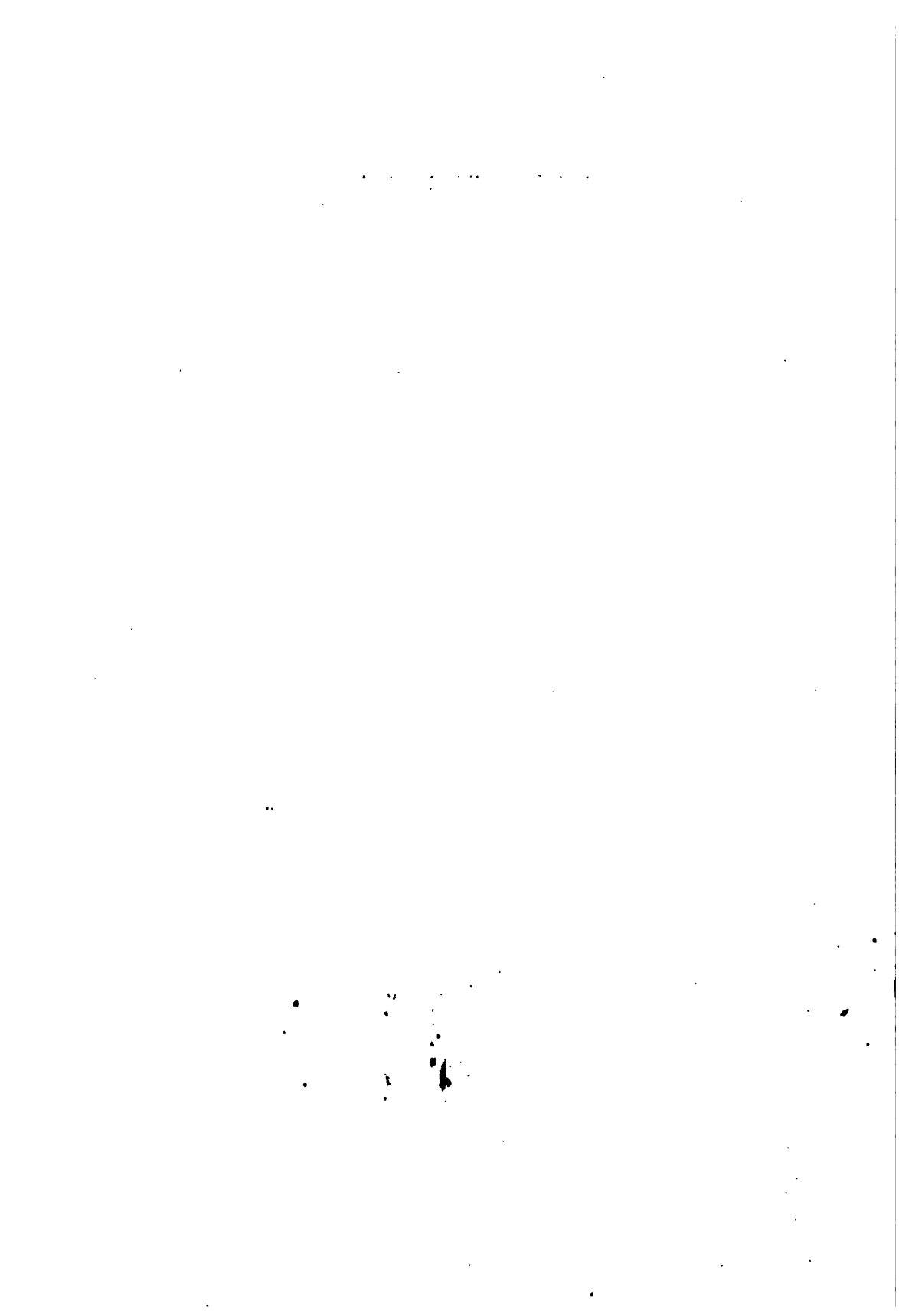
Address _____

This application accompanied by five dollars in payment of dues for the year Jan. 1, 1920, to Jan. 1, 1921, should be sent to Mrs. Edward D. Pomeroy, Treasurer, 938 Glengyle Place, Chicago, Illinois.

(Make checks payable to the Association of Collegiate Alumnae.)

Note: In the case of persons not already members of the Association of Collegiate Alumnae the regular Association dues of two dollars in addition to Club dues must accompany this application.

All members joining before June 1, 1920, shall receive the privilege of membership without initiation fee. After that time an initiation fee may be required.



Journal of the Association of Collegiate Alumnae

JANUARY, 1920.

THE BRANCH IN JAPAN

DR. CAROLINE E. FURNESS

Professor of Astronomy, Vassar College

Dr. Furness, on the occasion of her visit to the Orient, was commissioned by the President of the Association to represent our organization in Japan with a view to the possible extension of our work to that country. The following article presents the results of that mission.

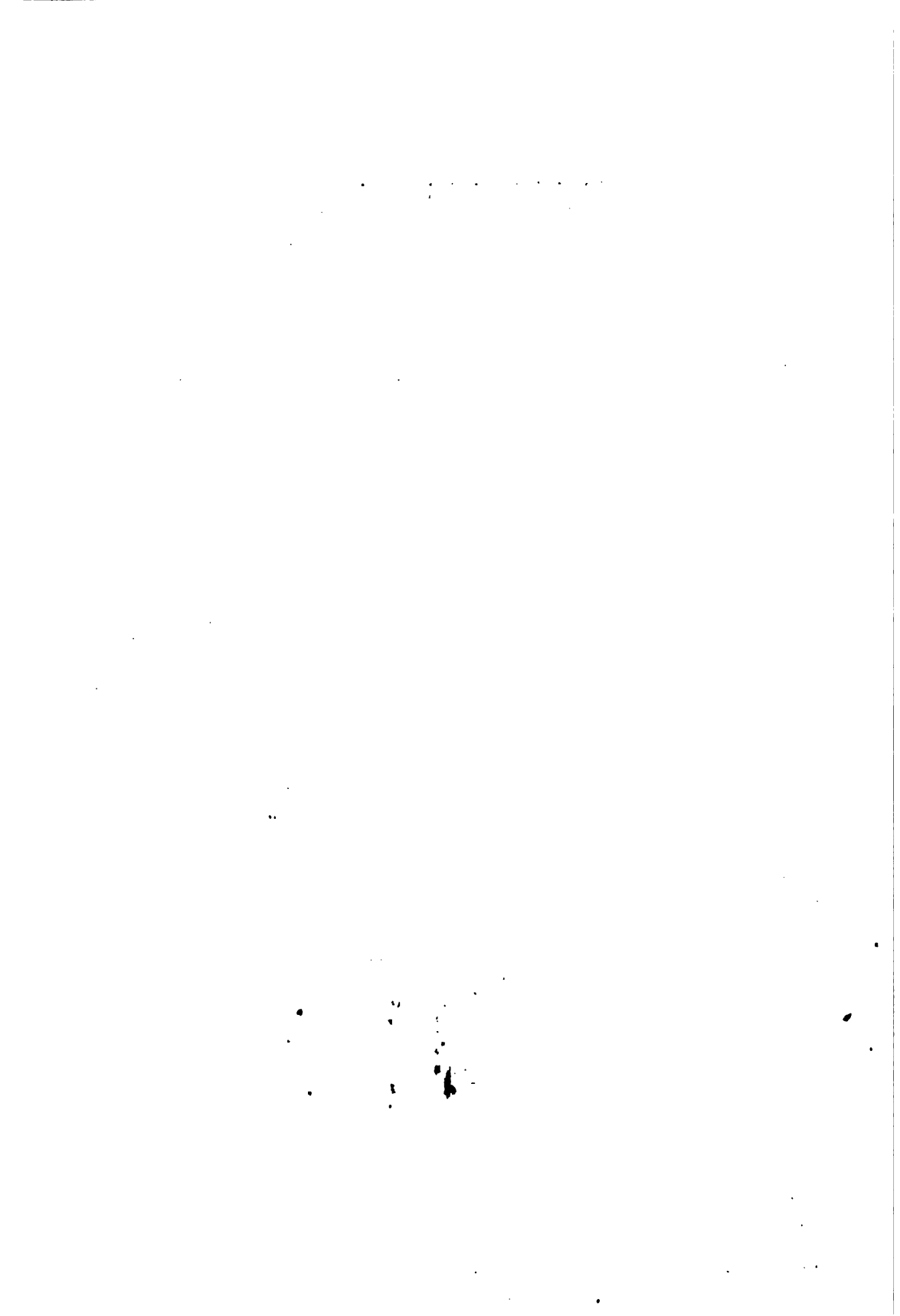
In January, 1919, a Japan branch of the Association of Collegiate Alumnae was organized in Tokyo. An account of the proceedings will be of interest because of the view they give of the social situation among American women, their opportunities for intercourse with Japanese women, and the needs of Japanese women for higher education.

In order to expedite matters, an effort was made to secure in advance a list of the women residing in Japan who were eligible to membership. A circular letter was sent to the Deans of Women of the American Universities on the accepted list and from their replies a list was compiled. Additional names from Canadian Universities were forwarded through the courtesy of Dean Gildersleeve of Barnard College. While defective in many ways this list served as an excellent working basis.

It was quite simple to classify the women thus listed, for they separated naturally into a few marked groups. Of the American women who were unmarried, the greater part were missionaries or connected with the Y. W. C. A. One was a teacher in the school for foreign children. The husbands of those who were married were generally in business, or were connected with the Embassy, or were teachers or missionaries, or connected with the Y. M. C. A. Some recently arrived young women had come to work on the Japan Advertiser and the new Trans-Pacific Monthly. Nearly all were busy workers, and there was practically none of the leisure class on which we depend in America for carrying on the burden of such an organization.

The Japanese women, for the most part, had been sent to America by the various missionary bodies and on their return had become more or less connected with the schools from which they had been sent. A few were teachers in the government schools, and some were married. Only a few had obtained the degree, most of them having spent two or perhaps three years in college work.

In consequence of the diversity of interests among the American women, social life in Tokyo is confined to many small groups, and there is very



which includes Kobe, Osaka Kyoto and several small places, there are about forty. The Branch will still maintain its unity as the Japan Branch but separate sections may be formed in the different localities.

A few words may be added regarding the general problem of higher education for women in Japan. The most advanced training provided by the government is in the two higher normal schools which are professional in character. Below these stand the high schools of which there is at least one in every province, and often more in the large cities. These are limited in number to about eight hundred students each. There are many private high schools and practically every mission maintains one, and sometimes more. Even these do not furnish enough places for all who wish to attend. Entrance into the government schools is by competitive examination and very many are turned away.

Beyond the high schools stand the English schools for girls established in Tokyo by Miss Tsuda, the Japan Woman's University, and the new Christian College. The first high school in Kyoto has a college department. There is Kobe College for Girls supported by the American Board, and a college department in the Methodist mission at Nagasaki. A Buddhist University has entered upon its first year in Kyoto. So far as the writer knows these are the only opportunities in Japan for the higher education of women.

Schools for boys are arranged on somewhat different lines. To the girls' high school corresponds the boys' middle school. From this boys pass to the Higher School which prepares directly for the universities, or else into commercial, technical or other special schools. It is the aim of the new Christian college to give a training corresponding to that of

these higher schools, so that girls will be prepared to enter the Imperial Universities in case they are ever opened to women, an event which may happen more quickly than is anticipated.

At present there is scarcely any opportunity for women to study economics, sociology or psychology, subjects which are all important for an understanding of the pressing social problems of Japan. The science work, too, is most elementary. Thus for a long time to come Japanese women can obtain a better education in America than in their own country. But to come here requires a great deal of money. Japanese men of wealth are just beginning to send their daughters abroad, and hence scholarships are very essential. We, as a body, who realize the important part in the life of a nation which is played by the educated woman, could make a great contribution toward the friendly understanding between our two countries by furthering the education of the women of Japan. Scholarships in American colleges are very much needed, but in addition scholarships in preparatory schools are also important, to relieve the strain of the first year in a foreign country. Owing to the great difference in the customs of living, of dress, and of food. It is almost impossible for a girl from a Japanese school to go directly into an American College, no matter how well prepared she is nor how good her English. Some preliminary time for adjustment is almost vital.

It is hoped that this appeal will impress some members of this Association who are connected with private schools. The administration of scholarships offered by such schools could very suitably be placed in the hands of a committee of the Japan Branch, and thus their benefits would be administered most impartially for

girls from all kinds of schools. We would make an earnest plea for these wonderful Japanese girls whose desire for education is so great, and whose opportunities are so few.

A PROPOSED NATION-WIDE PROFESSIONAL EMPLOY- MENT SERVICE

On January ninth and tenth there was held in New York City at the Engineering Societies Building a small but very significant conference of persons representing various organizations interested in the problem of a professional employment service.

The conference grew out of the eastern visit last October of Mrs. May L. Cheney, director of the appointment bureau of the University of California, and chairman of the Committee on Vocational Opportunities of the Association of Collegiate Alumnae. At the time of her visit Mrs. Cheney called a conference in New York of representatives of the college appointment bureaus in the eastern part of the country. At that conference a resolution was passed expressing the hope that some sort of national professional employment service might be established. This resolution was sent to the meeting of the National Committee of the Bureaus of Occupations which followed very shortly after in Chicago, and the decision was reached there to call a small conference of the persons or organizations that have been most closely identified with the work of professional placement.

Some indication of the wide-spread interest in the problem may be seen in the fact that although every effort was made to keep this conference as small as possible and many requests to attend it were refused, the conference when it came together had already assumed almost unwieldy

proportions. In addition to the National Committee of the Bureaus of Occupations, under whose auspices the meeting was called, there were present representatives of the college appointment bureaus of both men's and women's colleges, representatives of employment bureaus dealing with special professions (engineering, chemistry), and representatives of various interested organizations such as the Association of Collegiate Alumnae, the Y. W. C. A., the Business and Professional Women's League, the Social Workers' Exchange, the Bureau of Industrial Research, the Russell Sage Foundation, and the Bureau of Education.

Miss Cora M. Coolidge, chairman of the National Committee of the Bureaus of Occupations, presided and after a brief reference to the origin and purpose of the conference, called upon representatives of the various types of employment and appointment agencies present to discuss the need and the possibility of a national professional employment service in the light of their experience in their own work. This "experience" meeting with the accompanying discussions made abundantly clear the fact that some sort of nation-wide unified employment service for professional workers is a serious need. It remained, however, for the conference to discover if possible the principles that should control the policies of such a service if established and the method of establishing it.

A statement of the fundamental principles that should govern such a service was presented by Mr. Leslie E. Woodcock of the Russell Sage Foundation and after lively discussion of the proposals presented a special committee, of which Mr. Woodcock was made chairman, was appointed to bring in to the conference the following day a definite plan for the establishment of such a service.

When the committee reported on Saturday morning Mr. Woodcock said that they had spent some time discussing whether it would be better to work out first the principles that should govern the service or a plan for financing it, and that they had decided to do the easier thing and work out the principles. These were presented to the conference, discussed and amended, and were finally adopted in the following form:

1. This conference wishes to go on record as approving a nation-wide professional employment service.

2. This service should include both placement work and the collection and distribution of information about occupations and about the supply and the potential supply of workers, and such other work as may seem desirable.

3. There should be a central representative administrative board and a central office to serve as a medium for clearance, co-ordination, and research.

4. There should be branch offices in the leading commercial and professional centers.

5. It should be the policy of the Board wherever possible to cooperate with existing organizations working in this general field and to stimulate the establishment of appointment bureaus in connection with educational institutions.

6. The minimum development should be on a five-year basis.

7. The conference recommends that the service be established on a non-fee-charging basis.

8. The service should assume responsibility for the training of workers for professional employment work.

9. The conference should elect a committee with power and authority to work out in greater detail a plan based on the foregoing recommendations, to investigate methods of fi-

nance, and to call a larger and more representative conference as soon as possible.

In conformity with this last recommendation a committee was elected with Miss Emma P. Hirth, Director of the New York Bureau of Vocational Information, as the chairman, the other members being Mr. Woodcock of the Russell Sage Foundation, Miss Coolidge of the Bureaus of Occupations, Miss Jackson of the Women's Educational and Industrial Union of Boston, Miss Hoyt of the University of Chicago Appointment Bureau, Mr. Jones of the University of Pennsylvania Bureau, and Mr. Jackson of the Harvard Bureau.

In the absence of any indication of activity in Congress looking toward the re-establishment of a federal employment service with a professional section, the results of the deliberations and investigations of this committee and the calling of the next conference will be eagerly awaited by the many persons interested in the better adjustment of the professional worker to his work.

A COOPERATIVE HEALTH MOVEMENT.

The idea of a cooperative movement of National Women's Organizations to promote the interests of women has been in the minds of many since the close of the war. Perhaps the greatest practical need of such a movement had been felt during the war by the Social Morality Committee of the War Work Council of the Young Women's Christian Associations, which had been already without consultation with national organizations successfully effecting cooperation with local associations of women in its community work.

It seemed natural, then, that Mrs.

Carrie Chapman Catt, President of the National Women's Suffrage Association, Mrs. Raymond Robins, President of the National Women's Trade Union League and Mrs. Robert E. Speer, President of the National Board of the Young Women's Christian Associations, the only presidents of national organizations at that time in New York City, should get together early in July to discuss the possibilities of such a cooperative movement. It seemed to Mrs. Catt and Mrs. Robins very desirable for the Young Women's Christian Association to invite delegates from their own and from other organizations, to work out a plan whereby various activities of all women along similar lines might be pooled and the work accomplished made more effective.

Mrs. Catt, Mrs. Robins and Mrs. Speer with Mrs. Phillip North Moore of the National Council of Women, Miss Anna Gordon of the National Woman's Christian Temperance Union, and Mrs. Josiah Cowles of the General Federation of Women's Clubs were constituted by agreement a Committee on Organization. Two representatives from each of fourteen leading national women's organizations were, in accordance with the carrying out of this plan invited to attend a meeting to be held at the National Board of the Young Women's Christian Associations on October 23d. The presidents of these organizations were also invited to attend ex-officio. The time was set at the close of the meeting of the International Conference of Women Physicians held at the National Board from Sept. 15 to October 22, in which problems affecting the health of women were to be freely discussed, and the importance of the promotion of better ideals for women brought out.

In preparation for this meeting of representatives on Oct. 23d, the Committee on Organization previously named, increased by the Presidents

of the rest of the fourteen organizations not previously represented, met on September 11th to discuss the feasibility and plan of cooperation. There were present at the September meeting: Mrs. Robert E. Speer, Y. W. C. A.; Mrs. Raymond Robins, Women's Trade Union League; Mrs. Raymond Brown, American Woman's Suffrage Association; Miss Anna Gordon, and Mrs. Ella Boole, Woman's Christian Temperance Union. Mrs. Frederick Schoff, National Congress of Mothers and Parent-Teacher Association; Mrs. Nathaniel Harris, National Council of Women and Council of Jewish Women; Mrs. Bernard Pollak, National League of Women Workers; Mrs. Elmer Blair, General Federation of Women's Clubs; Dr. Edith Lovejoy, Medical Women's National Association; Dr. Anna L. Brown, Dr. Eleanor Bertine, Dr. Josephine Hemenway Kenyon, Dr. Kristine Mamm, Dr. Sarah Sweet Windsor and Miss Caroline Colvin representing the War Work Program of the Social Morality Committee of the Young Women's Christian Association.

The unanimous decision of this group was that such cooperative effort was most desirable and a Committee of Seven was appointed to draw up a detailed plan which could be presented at the meeting of representatives called for October 23d. This Committee of Seven consisted of Mrs. Robert E. Speer, Mrs. Raymond Robins, Mrs. Carrie Chapman Catt, Mrs. Phillip North Moore, Mrs. Elmer Blair, Miss Anna Gordon, and Dr. Anna L. Brown.

The Committee of Seven met once by itself and twice with the presidents of the organizations. After much discussion, a working plan of cooperation was prepared to submit to the meeting of representatives.

On October 23d and 24th the representatives invited by the National

Board of the Young Women's Christian Associations met and the plan drawn up at the small committee was presented and after discussion ratified in its final form as follows:

NAME

This cooperative effort of National Women's Organizations shall be known as the *Women's Foundation for Social Health*.

PURPOSE

The purpose of this cooperative group is to carry to the highest efficiency the social health work of the country, and to this end the organizations interested will lend their combined effort, nationally and locally, that there may be the minimum of overlapping and the maximum of result in the promotion of the program.

ADMINISTRATION

House of Delegates:

Appointment:

In order that each organization may be equally represented in this cooperative effort, we would recommend that five official delegates from each cooperating organization be appointed to serve upon the House of Delegates. It is suggested that these be: the president and four others, in 1919, one to be elected for one year, one for two years, one for three years and one for four years, then by providing for the annual election of an additional delegate.

It is further suggested that the official delegates present at this Convention be authorized by the Convention to organize themselves into a House of Delegates so that business may be accomplished before this Convention adjourns.

The House of Delegates shall be responsible for the formulation of

principles of operation and shall entrust to a Board of Trustees, to be appointed by the House of Delegates, the authority to fulfill and care for the detailed preparation and promotion of the program within the line of principles adopted by the House of Delegates.

Board of Trustees:

Appointment:

The Committee further recommends that the first Board of Trustees shall consist of the present Committee known as the Committee of Seven, and that two additional members be appointed to make a group of nine: three of them to serve for one year, three for three years; the House of Delegates at its annual meeting to appoint or reappoint, for not more than two consecutive terms, the three members needed annually.

The Board of Trustees shall be empowered to select its own officers, to appoint technical committees, employ an executive secretary and sufficient office staff, to select permanent headquarters and to equip the same and to secure necessary funds for such expenditures. In case the care of these funds necessitates their incorporation, they may be empowered to seek such.

The Board of Trustees shall report annually to the House of Delegates as to the program of work and financial standing and to the official representatives of the cooperating organization appointed in case any emergency arises.

Technical Committees:

The Board of Trustees shall be authorized to organize the necessary technical committees, the following five being suggested:

1. Committee on Health and Sex Education.

2. Committee on Conditions of Living.

3. Committee on Opportunities for Health Development.

4. Committee on Industrial Conditions.

5. Committee on Legislation.

It is further suggested that the first and third be appointed immediately.

These Committees shall be composed of five members each, to be selected because of professional or technical knowledge upon the subject named. In order to complete a proposed program, the Board of Trustees is authorized to employ necessary staff members for the promotion locally of such plans. It is understood that a promotive agent or organizing secretary shall visit local communities and assist the existing organizations to complete their plans of co-operation and present the proposed program for such changes as may be necessary to meet local conditions. These Committees may upon the completion of any given piece of work be discontinued and others organized to meet the new needs.

Meetings:

The House of Delegates shall meet annually in the fall by special call of Trustees, for the consideration of reports, or the formulation of new policies and further adjustment of administrative work as may be found necessary.

The Board of Trustees shall meet monthly or upon call to receive the report of any technical committee.

The Technical Committees shall meet according to their own planning until their work is perfected. It is suggested, however, that because of the importance of the promotion of these programs such plans be not too long delayed.

FINANCES

Funds necessary for the carrying on of this work shall be raised through gift, organizational, and personal contribution.

AMENDMENT

Any article in these By-Laws for cooperative effort may be amended by a two-thirds vote at the regular meeting of the House of Delegates, provided due notice is given thirty days in advance of the meeting.

In accordance with this plan a President, 1st Vice President, 2d Vice President and Secretary were elected as follows:

President, Mrs. James Cushman.

1st Vice President, Mrs. Carrie Chapman Catt.

2d Vice President, Mrs. Phillip North Moore.

Secretary, Mrs. Leo Schwartz.

Also a Board of Trustees was appointed consisting of:

Mrs. Robert E. Speer

Mrs. Phillip North Moore

Mrs. Elmer Blair

Mrs. Carrie Chapman Catt

Miss Anna Gordon

Mrs. Raymond Robins

Dr. Anna L. Brown

Mrs. Edward R. Hewitt

Mrs. Edward Bodman.

Alternates in case of the refusal of any appointee to serve:

Mrs. Lois Mathews-Rosenberry, Wisconsin.

Miss Grace Hubbard, New York.

Mrs. Davis O. Mills, Massachusetts.

Mrs. Henry Dawson, New Jersey.

Five delegates at large were appointed to attend the next annual gathering: Mrs. Alexander Kohut, Mrs. W. F. Dummer, Miss Mary Woolley, Mrs. Finley Shepard, Miss Rose Schneiderman. As alternates: Mrs. Simkhovitch, Miss Elizabeth Christman, Miss Mary Anderson.

Upon request, Miss Eliza R. Butler, chairman of the By-Laws Committee, drew up a statement regarding the purpose of the cooperative movement, that the delegates might present it to their respective organizations. It was read and approved. The exact text follows:

The International Conference of Women Physicians and the official delegates of fourteen national women's organizations in conference and convention at the National Board, Young Women's Christian Association from September 15-October 26 have affirmed the importance of recognizing:

1. That health should be emphasized as a positive part of life and not only as a fight against disease.

2. That there shall be a frank recognition of the importance of emotional health as well as of so-called physical health in the education of the boy and girl.

3. That scientific data on these matters has now reached a point where it is available for lay as well as professional use.

4. That a receptive attitude toward these principles is needed on the part of lay women in order that scientific knowledge may be widely spread.

5. That the cooperative effort of all women is needed not only to carry out a sufficiently far-reaching educational program but also to open up opportunities by means of which these principles may become the practical working basis of every day life. Concrete examples of such opportunities would be recreation centers, health centers, etc.

The plan of cooperation did not state how the four delegates to the annual meeting were to be appointed, but left it to each national organization to arrange for this in accordance with its own constitution. The suggestion was made that where

practicable the two delegates attending this session of the House of Delegates be reappointed for next year so that there would be continuity of office.

It was further suggested that one of the four delegates elected be asked to serve as the designated individual, a "Corresponding Delegate," through whom the Board of Trustees might reach at any time the national organizations with plans or suggestions for cooperation.

The fourteen National Women's organizations which sent delegates to the convention were the Association of Collegiate Alumnae, the Federation of Professional and Business Women's Clubs, the General Federation of Women's Clubs, the Medical Women's National Association, the National American Woman's Suffrage Association, the National Association of Deans of Women, the National Board, Young Women's Christian Associations, the National Congress of Mother and Parent-Teacher Association, the National Council of Women, the National Council of Jewish Women, the National League of Women Workers, the National Woman's Christian Temperance Union, the Woman's Department National Civio Federation, and the Women's Trade Union League.

The Association of Collegiate Alumnae was represented by the executive secretary and by Mrs. L' Ecluse, president of the New York branch. There will be no opportunity to present this matter formally to the Association until the Council meeting in April but the extent and character of our cooperation must be determined at that time and permanent delegates must be appointed if we are to cooperate. It is hoped that before that meeting definite plans of some of the technical committees may be ready for presentation.

OUR BRITISH VISITORS

The hope of our Committee on International Relations that we should be able to bring to the United States this year several distinguished British women to lecture in our colleges and before groups of college women has been realized. Professor Caroline F. E. Spurgeon, who visited this country during the war as a member of the British Educational Mission, and Mrs. Ida Smedley McLean are already here; and Dr. Winifred Cullis will arrive shortly.

Miss Spurgeon and Mrs. McLean are to make a six weeks' tour of the leading educational centers. Miss Spurgeon will visit Boston, Chicago, Atlanta, Ga., and Birmingham, Ala., and will include the following colleges in her tour:

Smith College, Bryn Mawr, Goucher College, Trinity College, Westhampton College, Randolph-Macon College for Women, Sweet Briar, the North Carolina College for Women, Winston-Salem, the Peabody College for Teachers, Vanderbilt University, Transylvania College, and Kentucky State University.

Mrs. MacLean will visit St. Louis, Mo., and tour the Pacific Coast, including in her route the University of Southern California, Pomona College, Mills College, Leland Stanford University, the University of California, Reed College, and the state universities of Washington and Oregon.

Dr. Cullis, who arrived in the United States later than Miss Spurgeon and Mrs. MacLean and whose tour has been delayed by the necessity of giving a course of lectures at Vassar College, will visit women's colleges and co-educational universities in the Middle West.

The three women are worthy exponents of the cause of women's federation. In the world of women, they are international figures. Miss Spurgeon is professor of English literature

in the University of London. She and Dr. Cullis have the distinction of being the only women in Great Britain to occupy university chairs. Miss Spurgeon is docteur de l'Université de Paris; Litt. D. from the University of Michigan; and Fellow of the Royal Society of Letters. She is the author of "Five Hundred Years of Chaucer Criticism and Allusion," "Chaucer devant la Critique," and "Mysticism in English Literature." She is president of the Federation of University Women of Great Britain.

Dr. Cullis is professor of physiology in the London School of Medicine for Women, University of London, and chairman of the Committee on International Relations of the Federation of University Women of Great Britain.

Mrs. MacLean is a Doctor of Science from London, and won in 1913 the \$1000 prize offered by the American Naples Table Association for the best piece of original scientific research by a woman. Her essay was in the field of physiological chemistry. She is treasurer of the British Federation.

The actual appearance of these distinguished women before colleges and groups of college women all over the country, both those already affiliated with our Association and those as yet unattached to us, and their earnest advocacy of the course of world federation, should go far toward convincing our scattered college forces of the desirability of a closer union within our own borders. As already announced, it will be the chief business of the Council meeting of the Association, to be held in Cleveland in April, to consider a possible plan for consolidating these scattered college forces into a single national organization that can speak in the coming world federation for all the college and university women of the United States.

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MRS. GERTRUDE S. MARTIN, PH. D.
Executive Secretary of the Association
Editor

Communications concerning all publication matters, editorial or business, subscriptions, and changes of address should be sent to Mrs. Martin at the offices of the Association, 934 Stewart Avenue, Ithaca, N. Y. Remittances should be made payable to the Association of Collegiate Alumnae.

EDITORIAL

In the appeals that are being made by the publicity agents of the various college endowment fund committees two notable characteristics stand out: first a remarkably large number of them apparently plead the cause of all colleges for larger endowments without a too pointed reference to the particular institution issuing the special bit of publicity; and second, although these arguments appear to be pleading the cause of all colleges and base their plea generally on the need of maintaining the supply of trained leaders, they utterly ignore the fact that the world needs the leadership of women at least as much as it does that of men.

The following bit of publicity issued by Eliot Wadsworth, chairman of the executive committee of the Harvard Endowment Fund, is an ex-

cellent illustration. If Mr. Wadsworth could be induced to supplement the half-truths contained in his statement by the additions which we print in brackets, we should heartily subscribe to all he says:

"It becomes more evident every day," writes Mr. Wadsworth, "that the plight of the college professor is not confined to any one college or group of colleges. The profession of teaching in colleges is threatened all over America. Hardly a day passes in the office of the Harvard Endowment Fund without a call from the representative of some college which is planning a drive for further endowment.

"The reasons given are always the same: First, the existing staff is suffering from the high cost of living; the college is unable to give a square deal and a living wage to the men [and women] without whom no college can exist. Second, the recruiting of teachers has become almost impossible.

"Men [and women] of unusual intellectual attainments, who would be selected by college faculties to carry on the work of teaching, cannot see the possibility of self-support in the meager salary of \$100 a month which is offered as a beginning. Even if they are inclined to try, and anxious to follow the profession of teaching, the call of commercial life, with its promise of financial reward, greater at the beginning and limited in the future only by their own ability, is a strong one.

"In every college the men [and women] who were already absorbed in the profession of teaching and whose associations and friendships are well established are carrying on as best they may. These older men [and women] cannot keep up their departments without the constant addition of young assistants. The discouragement of trying to keep up to a high standard of education under

the constantly increasing handicap of an inadequate staff, is almost as hard upon these older men [and women] as their own individual troubles with the rent and the grocer's bill.

"The colleges of America are among her greatest assets. They have grown in number and in size as the nation has grown. They have spread from Cambridge, where, in 1636, John Harvard established our first venture in higher education, to the farthest corners of the country. The money available today for carrying on these priceless plants which belong to us all is insufficient. Like any public service corporation they must have enough income to pay expenses and upkeep.

"From these colleges America expects to draw a steadily increasing number of young men [and women] with trained, alert minds and high ideals. America must depend upon these young men [and women] for the leaders of the future in medicine, in law, in business, in government, in the arts. This supply of young men [and women], which is the hope of the future, is seriously threatened both as to quality and standard. Its conservation is of vital interest to every American father and mother, to every individual interested in the development of America along social and business lines.

"It is not only those who have had the benefit of a college education who should feel called upon in this emergency. Their number is less than one per cent of our total population. The other millions have benefited directly or indirectly from the work done by our colleges. In every activity of our normal lives we are forced to rely upon trained minds. School teachers, doctors, lawyers, dentists, ministers, trusted public officials, have been able to carry on for the community their individual work because of what the colleges gave

them. Without these educated men [and women], how could we have advanced as a nation to our present position in the world?

"America's place is unique. We have everything that we had before the war and infinitely more. Our wealth has grown amazingly. The whole world is in our debt. Our industry has developed in four years beyond anything we could have hoped without the stimulus of war demands. We have learned to unite in our efforts toward foreign trade, rather than to decree such unity an offense. We have become the main reliance of millions of people for food and raw material with which they may make a new start. We have a heritage from this world catastrophe which staggers the imagination. Whether we do well or ill with it depends on each of us and on our collective effort.

"Like an army, we must have officers. It is upon the type of men [and women] who are allowed to lead during the next few years, in education, in commerce, in banking and in politics, that our future greatness will depend. The colleges are asking for funds which must be considered as the best insurance for the future that the nation can provide. In what way other than by education can we fit the coming generations to do the work of the nation?

"All told, the amounts asked are not much more than the first war fund asked by the American Red Cross—\$100,000,000. America gave this fund gladly, and in less than a year gave another fund of \$175,000,000 to the Red Cross. The need to relieve suffering, the desperate necessity of winning the war, brought forth those gifts.

"Today we are faced with another form of emergency. On meeting that emergency depends much of our future. If the people will understand,

if the men of great wealth will realize the true meaning of these college campaigns for endowment, there can be no question of the outcome. American business success, great individual wealth piled up in safe deposit boxes, will mean little if we of this generation allow the nation to turn back on the path of education and social advancement which it has steadily followed since the Pilgrims first landed at Plymouth."

•That there is, on the other hand, recognition in some quarters of the need for endowments for the separate

The Need institution for the
Recognized. education of women
is revealed in a letter to the New York Times called forth by the publication of Mr. Frick's will, with its enormous legacies to educational and philanthropic institutions. We reprint it in the hope that some of our members who are working in the endowment campaign of the women's colleges may find it useful:

"To the Editor of the New York Times:

"There will be great joy among the many hospitals and other philanthropic institutions to which Mr. Frick's legacies will give relief and increased opportunities of usefulness; while the friends of Princeton and Harvard Universities will find it difficult to express their feelings over the millions bequeathed to them. Gifts of fifteen, or even five million dollars to an educational institution are almost or altogether unprecedented.

"Meanwhile, New York is to be the possessor of an art collection with an ample endowment, which is worthy to be compared with the finest collection of the kind in the world, the Wallace collection in London.

"All this gives to Mr. Frick a rare distinction. His memory will be

cherished even more widely than that of Sir Richard Wallace.

"Sharing the gratitude of the teachers of young men, and of the physicians and charitable workers, and of my fellow-citizens of New York, I may be pardoned for expressing the wish that Mr. Frick had considered the needs of our colleges for young women. He provided, we may well believe, with gratitude in his heart, for the best education of a multitude of young men. That he overlooked the needs of the girls must be because the situation of the girls' colleges had not been presented to him.

"Take the condition of four of the oldest and largest of these nearest to us, which may be regarded as setting the pace for all, Vassar, Mount Holyoke, Smith, and Wellesley. With, in the aggregate, approximately 5,000 students of full college grade; with a fame that is world-wide; with Faculties of the finest quality and of complete devotion, working with pitifully small salaries, that have been as yet but meagerly increased, and lacking needed dormitories and adequate laboratory and educational equipment, they are turning away every year a crowd of applicant students, because friends are so scarce! Their annual budgets are inadequate on both sides of the account, and the appeal for help brings results only when accompanied with the sacrificial efforts of a multitude of alumnae who, as a class, have little money at their command.

"There may be a few exceptions to which these statements do not apply, but one, may still say, 'From one learn all!' What would not a benefaction like one of Mr. Frick's noble gifts mean to any one of these colleges, or even the gift of a much smaller sum that would still be phenomenal!

"And these young women are to

be the mothers of the coming generation, and the companions and inspirers of the young men upon whom will rest the responsibilities of the new world that is upon us.

"I speak with some feeling, for I have had girls dear to me in Smith, and in Wellesley, with which also I have been in close touch. I have had the privilege of being for many years a Trustee of Mount Holyoke and I am inexpressibly grateful to Vassar for the education it has given to my daughters, and I have sat by the side of noble women filling professors' chairs for more than a third of a century while receiving salaries so small that one is ashamed to mention them, and having to retire at last with little or nothing left them but the gratitude of some hundreds of educated women, and the consciousness of having given themselves for their girls.

"In this day of benefactions in the millions it is time for some men or women whom God has blessed with wealth to change this situation radically, by gifts that shall set the women's colleges where they belong and then give them godspeed.

HENRY A. STIMSON.

New York, Dec. 8, 1919.

The Women's Bureau of the Department of Labor has in preparation a report on the subject of women in the government service of which the following is a brief summary.

For many years people interested in securing equality of opportunity for women workers have felt that this equality did not exist in the government service, the place above all others where every citizen of the country should be assured of opportunity similar to that of his or her fellow workers. Because of the tremendous influx of women into new

occupations during the war, and the consequent general recognition of their abilities along many different lines, it was felt that the time was ripe for discovering how far the new attitude toward women workers had penetrated the different branches of the government service. With this object in view the Women's Bureau of the U. S. Department of Labor arranged to make a study of positions in the government service open by examination to women as compared with those closed to women. The study was begun in September, 1919. Part I was completed on October 16 and on October 27 was submitted to the Civil Service Commission. The chief emphasis of Part I was on the fact that women were excluded from 60 per cent of the examinations held from January 1, 1919, to June 30, 1919.

On November 5, ten days after receiving the report, the Civil Service Commission passed a ruling opening all examinations to both women and men, leaving it to the discretion of the appointing officers to specify the sex desired when requesting certification of eligibles.

On November 19 a bill was introduced into the Senate by Senator McLean of Connecticut so amending the old statute dating back to 1870 and providing that at the discretion of the head of any department women may be appointed to any clerkship in the government service, as to require that in requesting a register of eligibles for appointment the nominating and appointing officials shall not specify sex unless sex is a physical barrier to the proper performance of the duties to be fulfilled.

Thus one of the ends desired has been already almost completely accomplished. Once the facts were assembled, the rapidity with which the remedy was supplied gives rise to a hope that Part II of the report, showing an equally serious discrimina-

tion in the matter of appointments and entrance salaries, may have as satisfactory a result.

The entire report was submitted both to the Civil Service Commission and to the Joint Commission on the Reclassification of Salaries. A sub-committee of the latter on the employment conditions of women in the civil service has incorporated the material in its report to the Committee on Employment Policies which has been adopted and passed on to the Commission.

Before this issue of the Journal can reach our readers the National Club House in Washington will have celebrated its official opening with a "house-warming." We must depend upon the next issue of the News Letter to carry the news of it to our members.

Meantime the campaign for non-resident members has only just begun. We do not yet know from actual report how loyally the members of the Association are responding to the call for co-operation in this undertaking but we await the issue with confidence. Just as a reminder, however, we print this appeal from the chairman of the Club House Membership Committee:

Dear Fellow Alumnae:

The A. C. A. Club House is open! The Committee working in Washington and the Finance Committee have done their part. The future of the club rests with the Alumnae at large. Will you make it a success by joining yourself and by getting your friends to join?

Unless we secure an adequate membership, this greatest of the A. C. A. undertakings in the thirty-seven years of its history will be a failure. Join and make failure impossible!

Think what it will mean to college

women to have an attractive, reasonably priced club of their own in crowded Washington! Think what you can do at your club for your non-collegiate friend when she visits the capital! These advantages alone warrant joining.

But back of these personal rewards lie the very real but less obvious purposes for which the club is established. By joining, you make possible an enlargement of the work which the A. C. A. has carried on for women in educational and professional fields during its thirty-seven years of organized effort, because you help to give it a dignified headquarters. All of us know what strength idealistic efforts gain by being suitably housed.

During the war, while the telephone in the A. C. A. home for college women war workers was the only clue to the existence of the A. C. A. in Washington, the advice of the Association was sought by federal bureaus, by members of Congress, and by other governmental agencies on questions affecting educational and industrial conditions for women and children. With our offices in view of the White House, our national activities will develop as rapidly as we have power to support them.

The A. C. A. Committee on International Relations is formulating plans for a close federation of all foreign universities open to women with ours; from this beginning will grow opportunity for our women's college to place on their faculties the strongest women from abroad; it will open foreign universities to our own able professors; graduate students can enter more easily those universities which best meet their needs but are distant. It will, above all, develop the spirit of fraternity which no accident of history can destroy. No other single agency will lend such strength to

this great movement as will our Washington club house, for it makes a center where university women of all countries will meet and work out together those ideals of internationalism which are the peculiar duty of educated women in the coming years. As patriotic citizens even more than as college women we are called on to support our club.

Our membership quota will be reached if every class, even in every woman's college, to say nothing of the co-educational colleges, secures ten per cent of its members for the club. If you have not already been solicited by your class secretary, write her and start the class machinery. Keep after it until the class goal is reached.

Each branch should secure the largest possible per cent of its membership. Every member of the Association has received a membership application blank in the special Club House Bulletin. Cut it out and send it with your check to Mrs. Pomeroy.

We must have five thousand members.

Very sincerely yours,

CAROL T. MARTIN,
Chairman of Membership Committee.
4343 Locust St.,
Kansas City, Mo.

STATE ORGANIZATION

The movement for closer state organization of the work of the Association is proceeding in a number of states. Since the convention in April state meetings or conferences have been held in California, Ohio, Wisconsin, Michigan, Connecticut, Kansas, and New York, while in other states, notably Iowa, the work of organizing new branches looking toward a strong state organization is proceeding rapidly. Michigan, Wis-

consin, Kansas, and Connecticut have already a formal organization with regularly elected officers; and New York is to hold a conference in February to perfect its present partial organization.

Under the able and energetic direction of Mrs. I. F. Schermerhorn, president of the Des Moines Branch and state chairman of our work in Iowa, that state has made the greatest gain in the number of branches and of new members of any state in the Union. The plan there is to hold in June, just before or just after the meeting of the General Federation of Women's Clubs in Des Moines, a conference of the Iowa branches for the purpose of perfecting the state organization.

To states that are contemplating state-wide organization the plan adopted in December by the Connecticut branches may contain some suggestions. A meeting of representatives of the four branches and of several of the independent college clubs, of which there is a considerable number in the state, was called at New Haven. At this meeting the question of the desirability of state organization and the purposes to be furthered by it were thoroughly discussed. Practically all the representatives present were agreed that the number of branches and of individual members in the state could be greatly increased and that through such an organization the college forces of the state could be made much more effective in improving educational legislation, in raising international and local scholarships, and in furthering Americanization work.

It was decided at this meeting, therefore, to organize the Connecticut State Division of the Association, to consist of the branches of the State as regular members and the independent college clubs as associate members, the latter to have full vot-

ing power on all matters except those pertaining strictly to A. C. A. business. It was arranged that the State Division should have a Council made up of the president and one delegate from each branch and a delegate from each college club; and that this Council should elect one of its members president and one secretary-treasurer for a term of two years, these officers to be A. C. A. members. It was recommended that this Council should meet at least three times a year, or oftener if the president should so desire. In order to finance the state work it was suggested that a fee of fifteen cents per individual member be paid by each branch and club in the organization.

Believing that the first essential to really effective state work on the part of college women is a greatly enlarged membership that will give us a working center in a much larger number of communities the national association is urging on all state organizations the desirability of undertaking as their first piece of work a thorough-going membership campaign.

In all of our states great educational problems are demanding solution. Surely the people have a right to expect help from the organized college women.

BY WAY OF SUGGESTION

One branch sends in a good suggestion for getting members acquainted. The president writes: "The most worth while of our women enjoy getting away from professional thoughts and duties occasionally for just a social evening with other college women, enjoying real conversation; but this was frequently marred by the fact that the women were not acquainted! So one evening I hit on this plan: I introduced myself, at the close of a business

meeting, to the assembled ladies, giving in a humorous manner my name, occupation, birthplace, college, then introduced another, who followed suit and in a very short time the chill of not knowing 'who that is in the blue dress' passed away. We know who is who and can all work more harmoniously together."

The Missoula, (Montana) Branch writes that last year they succeeded in putting one of their members on the school board. Next!

In Fresno, Calif., the Branch has raised money for its scholarship fund by securing the privilege of selling tickets for one month among their friends for one of the local moving picture theatres, the management donating half of the proceeds from the sale to the fund. In this way something over five hundred dollars was raised.

The letter from the president of the Fresno Branch is full of interesting suggestions. "If a branch desires to raise money," she writes (is there any branch that doesn't?), "possibly mention of our chocolate booth at the Y.W.C.A. festival this spring may be helpful. All the women's clubs were represented, each having a booth or combining with other clubs in some undertaking—a fashion show, in one instance. Our booth was the best money maker in the municipal auditorium that day. The domestic science teacher at the Fresno State Normal was the chairman of the committee. One of the art teachers and several students papered the sides of the booth up about six feet high on three sides, and with alabastine painted in a Dutch room—tulips growing on a window ledge each side of a Dutch fireplace with a kettle boiling over the bright flames. The walls were blocked off in big green tiles and here and there a duck painted in—all at a total cost of two dollars and thirty cents for paint and paper. Members donated cakes or money to buy

cream and chocolate and we served hot chocolate and cake. We carried out the Dutch effect in dishes, flowers, chairs, etc. We cleared in one afternoon and evening a hundred and one dollars and sixty-two cents—thirty dollars more than any other booth. Best of all, the chairman had the cooperation and help of every member of the branch.

"Our best program each year has been the reception to the senior girls of the high school and normal. It has been held at our local country club in a beautiful old colonial building set among the orange trees at a time when California is its loveliest. We have been fortunate in securing speakers who are an inspiration to the girls and, we hope, incline them to the higher education. In 1918 seventy-five attended; last May a hundred and seventy-one were present."

Last year the Oswego branch instituted a story telling hour at the public library. A member of the branch went each Saturday morning to the library and told stories to any children who cared to gather in a little alcove set aside for them. The attendance and interest increased rapidly each week and some of the finest and loveliest children's stories were brought to the children in this way.

The North Dakota Branch raised the money for their two scholarships for French girls by sending out a letter to all of their alumni as well as the alumnae, appealing for their assistance in the care of the two girls assigned to their University. The plan proved highly successful.

The Atlantic City Branch last year devoted its club meetings to a study of the local municipal government with talks by various city officers as to the scope and duties of their departments, together with a study of the methods of nominations and voting in municipal elections.

The Branch has also conducted twice a week a parliamentary law demonstration class for members and any others interested.

For high school girls illustrated talks on the colleges and universities open to women have been given by members of the branch and the branch is raising a scholarship fund to be available in 1920.

Many of our branches give an annual reception to high school girls for the purpose of interesting them in going to college but few of them have met with such success in point of attendance, particularly in the larger cities, as have the efforts of the Pittsburg Branch. In reply to a request for information as to how this attendance is secured a member of the branch writes: "A good deal of careful work goes toward the sending out of the invitations. We see that the committee has an accurate list of the schools in the field with the names of their superintendents or principals. The field secretaries of the Carnegie Institute and of Pennsylvania College for Women have been of the greatest help in this through allowing the use of lists kept on file in their offices.

Invitations are sent to the heads of schools with the request that they be read, emphasized, and posted. We try to make sure through members or friends in the schools, or through telephoning the principals, that this is done. We have frequently found that without such "follow-up" methods busy or indifferent principals ignore the invitation and it does not reach their girls at all. Every once in a while we hear that this has happened in spite of our care.

We have tried sending individual invitations to the girls, but it is almost impossible to get correct lists from the schools and makes too much work and expense for the committees. We do a good deal of announcing in the papers and also through the students at the two colleges most interested. These students come from the very high schools we are

trying to reach and they gladly tell their young sisters and their friends about it. The Alumnae, especially those who are teaching, help a great deal too. We encourage teachers to come and bring their girls. They enjoy it too. Sometimes the mothers will chaperone their daughters and friends. Delegations often meet at the schools and come together in groups of ten to twenty or more. "We're the South High Girls" or "We're from Wilkinsburg," they say. So school spirit and the idea of bringing the largest percentage of girls from a given place help too.

But of course we are an established fact, a tradition, a yearly event; now, expected and looked forward to in the schools; and the best advertisement we get is the account of a good time which our guests transmit to their friends.

The Kansas City Branch has added to its four scholarships offered annually to high school graduates three scholarships for teachers to assist them to study at an accredited university either in the summer or during their sabbatical year.

The Tulsa Branch has found a unique way to be of service to college women. New college women coming to the town have found so much difficulty in finding rooms, especially in private houses, that the Branch decided to assist. It appointed as chairman of the housing committee a member who is an assistant pastor in the city with regular office hours and who is very glad to render this service. About September advertisements are run in the daily papers saying that the A. C. A. will endeavor to assist college women in finding rooms and asking people who will receive such roomers to notify the chairman of the committee.

The Spokane Branch reports that the best piece of work that it has done has been in the field of child welfare. A committee of the branch offered their services to the principals of the schools

to help with the problem of the sub-normal child, by investigating the underlying causes of dullness or lack of interest in ill-nourished, poorly clothed or unmanageable children. The work was done in cooperation with the Social Service Bureau of the City and the treatment of the cases was turned over to the Bureau unless the family refused. The committee found that it could do much to assist cases which though needy, were unwilling to report to the Bureau.

In one instance the committee was instrumental in closing up a boarding home for children where conditions were found to be deplorable.

As the work went on the committee encountered the usual need for money, so an exhibit of war posters was given under the auspices of the branch. A part of the proceeds was used for a milk fund and the rest went to establish a Rest Camp at one of the nearest lakes for tired mothers and children. This camp has rendered a fine service. Some of the children had never before had butter and one tired little thirteen-year-old said that "it certainly did her good to eat a meal that someone else had cooked."

Different branches have reported from time to time the successful production by members of the branch of plays or playlets written by other members. On the other hand, branches which lack or have failed to discover such talents among their members have made inquiries about suitable plays that might be given by their members, either for the amusement of the members and their guests or as a means of raising money. The office of the executive secretary is glad to offer its services as a clearing house. Branches that have given successful plays, whether written by their members or not, could be of great service to other branches by sending full information about them and about how they can be obtained; and the executive secretary will be glad to pass on such information to branches that need it.

The Pueblo Branch has had a number of successful talks given before the high school girls by representative women in other lines of work than teaching.

The Portland Branch reports that it never plans its programs more than two or three months in advance in order to be able to take advantage of the presence in the city of any interesting speaker who may appear, and that it does not find the matter of programs a problem. They have consisted for several years of a buffet lunch, for which individual members pay, as short a business session as possible, and then some prominent speaker on some subject of interest. Work is done through committees. At one of the meetings arranged for this year it is planned to have the members of the branch who are domestic science teachers tell about or demonstrate the most worth while device in the home they know of, or give several good recipes.

For their December meeting the members of the Oberlin Branch invited the members of the Cleveland Branch to be their guests in Oberlin. Mrs. King, wife of the President of Oberlin College, and the members of the executive committee of the Oberlin Branch, entertained the visitors at luncheon at the President's House after which Dr. King spoke informally on his work in Eastern Europe last year. This was followed by a visit to some of the dormitories, and then by music with an informal tea later at the Art Museum. Both branches write with enthusiasm of the success of the plan.

The San Francisco Branch devotes a short time at each meeting to news from the colleges reported by members of the branch. Sometimes members are asked beforehand to give something of special interest about their colleges, and sometimes volunteers are called for at the meeting. The aim is to have brief, spicy accounts; and the report comes that so far no one has taken an undue amount of time.

For a branch to increase its membership in one year from six to one hundred is an achievement worth recording. The Topeka branch writes:

"The Topeka, Kansas, branch of the Collegiate Alumnae was reorganized, after the war, just a year ago this month. We had six members at that time. At this January, 1919 meeting we formed a state organization with the Lawrence Chapter and decided to hold meetings once a month. Since then we have been having our meetings at a tea room where luncheon is served at 12 o'clock. Immediately following the luncheon we have our program and discuss the business on hand. This enables the business women and teachers to attend.

"At this first luncheon plans were made for inviting into the association all the Topeka women who are college graduates either as active or associate members. We hold our luncheons throughout the summer. No business was transacted during these months but a vigorous campaign for new members, which was begun at the January meeting, was carried on.

"During the regular winter season some speaker of general interest has been present at each meeting and has talked on subjects interesting to the women; a newspaper man spoke on "Women Who Write;" Dean Corbin, Supervisor of women at Kansas University, told about the girls in the new cooperative house at the University; the head of our child hygiene department of the state, spoke on "Some Factors of Child Nutrition," and Doctor Greenfield, state bacteriologist, discussed the new quarantine methods.

"Our luncheons are always held on the third Saturday of each month and we use the return card method of notifying the members.

"We have twenty-seven colleges represented in our chapter, fourteen national and thirteen associate colleges, and we will have one hundred paid members by the end of the year.

"The association always tries to be doing some really worth while work. We have furnished a room for two girls at the cooperative house at Kansas University, a home for the benefit of self-supporting girl students. To raise the money for this we gave a matinee tea at the Country Club. Music was furnished by local talent and a play by Mrs. Hearty Earl Brown Nelson, a member of the Lawrence Chapter, was presented. We had over two hundred members and guests at this, our first party. A committee has been appointed to look into the establishment of a scholarship fund.

"When the Kansas Woman's committee on Child Welfare chose representatives to make plans for a state wide campaign they picked eight state organizations to help and the Collegiate Alumnae was one of them. The Association is also to have part in a milk campaign which the City is to carry on in the spring."

The Elmira Branch, which last year supported one French student and made it possible for her to return to her home for the vacation, the French government paying her passage one way, emboldened by its success, has this year assumed responsibility for an additional French girl and a Mexican girl.

The college gives free tuition for all three students and a Mexican lady has provided for the room and board of the Mexican girl for one semester. This means that the branch must raise about a thousand dollars. Two committees have been appointed, one for the French students and one for the Mexican, composed about equally of branch members and of townspeople not members of the branch who have been asked to help. The branch members do the executive work, keep in touch with the girls and very *much in touch* with those whom they can interest financially.

People have been very generous in giving from five to twenty-five dollars and even more. Each committee member gets what she can. The Elmira Alumnae

Association has given a hundred dollars, and another alumnae group has promised seventy-five. The branch as an organization has given fifty for the first semester and individual members have given liberally. "If you ask how we raise the money," writes the president, "the reply is, we talk. We tell people about the girls and their needs and we gratefully mention the help we have had. We had our last year's French girl tell us about the educational system in France at one of our meetings and she made a splendid impression. This gives an opportunity for publicity and creates interest."

The Santa Barbara Branch reports that its biggest piece of work during the past year has been the conducting, and partial financing, of a housing survey of the city. There is in the population a large number of Mexican refugees and other foreigners whose demands have rather clogged the wheels of the philanthropic organizations, and whom the branch has undertaken to aid by, first, improving their living conditions and, second, furnishing the opportunity for an education in the English language. In response to the petition of the branch, and an offer of financial assistance in meeting the extra expense involved, which followed up the housing survey, the city board of education conducted a night school for these foreigners last year, and is continuing the work this year.

Under the inspiration of Dean K. W. Jameson, the Missoula Chapter of A. C. A. led in the establishing of Eloise Knowles College, named in honor of an alumna of the University of Montana beloved as student, teacher and citizen. Through the influence of A. C. A. several women's organizations and individuals furnished and equipped a house close to the campus. The University guarantees rent, light and heat for which the girls pay \$2 a week apiece.

Miss Emeline S. Whitcomb, Head of the Home Economics Department is

Resident teacher. With nine students, to whom the social side of college life would have been inaccessible, Miss Whitcomb is creating a delightful home. The girls, in squads, do all of the housework. The tasks average one hour a day for each girl. The group is anticipating keenly the garden they will develop this spring. The living, even in these days of high prices, is amazingly cheap, averaging \$2 a week apiece, which makes the weekly total \$4.

Practically every girl in Knowles Cottage earns, at least, \$15 a month as Student's assistant.

While the Cooperative House is not a new idea, two interesting facts stand out in the Knowles Cottage plan. First, the interest in and cooperation with the women of Missoula. Second, that many of the girls coming from ranches, contribute food from home in lieu of money. On western ranches where food is abundant, the amount is hardly missed, and is, on the other hand a great boon to the house mother. One girl, for instance is going through college on potatoes, another, on butter.

Knowles Cottage has demonstrated so completely the solution of the social and economic problems of the ambitious girl with limited means, that plans are under way for more cooperative houses.

FELLOWSHIPS OF THE INTER-COLLEGIATE COMMUNITY SERVICE ASSOCIATION

The Intercollegiate Community Service Association offers every year three fellowships of the value of \$450.00 each. These fellowships are open to the Graduates of Colleges cooperating with the Association in this offer, and will be awarded to the candidates most nearly meeting all requirements. The co-operating Colleges are Bryn Mawr, Smith, and Wellesley.

If suitable candidates do not present themselves for any two of these fellowships, a fellowship of \$450.00 will be offered by the Association to a candidate

from any College of recognized standing.

THE AIM of a Fellowship is to offer to young women who look forward to professional service in social work opportunity for training both in the theory and in the practice of social work. It provides residence in the Settlements in order that the students by living among people, especially of the industrial group, may have an opportunity for understanding other points of view; and through the human relationships that develop in the house activities have a means of increasing that sympathy and understanding which are essential to the finest social teaching and leadership.

PLAN OF WORK. The Fellowships involve residence at one of the three College Settlements, Boston, New York or Philadelphia from October first to July first.

The time of the student will be divided between practice training in connection with the activities of the Settlement or that type of social work in which she is especially interested, and class room instruction in a neighboring College, University or Professional School. Bryn Mawr College, Simmons College, and the Boston School for Social Workers give a scholarship to cover tuition.

REQUIREMENTS FOR APPLICANTS. The requirements for candidates are as follows:

(1). Appropriate undergraduate courses, for example, in Economics, Politics, Sociology, Psychology, or Biology. Preference will be given to the candidate who has had at least one year of graduate training or successful experience in some phase of social training.

(2). Evidence of good scholarship.

(3). Satisfactory references in regard to health, character and especial fitness for social work.

APPLICATION FOR THESE FELLOWSHIPS should be sent before May first to the chairman of the Fellowship Committee of the Intercollegiate Community Service Association, Miss Hilda Worthington Smith, Bryn Mawr, Pennsylvania.

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THE JOURNAL OF THE ASSOCIATION OF COLLEGIATE ALUMNAE

JANUARY, 1920

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THE U. S. S. "New Mexico," the first battleship of any nation to be electrically propelled, is one of the most important achievements of the scientific age. She not only develops the maximum power and, with electrical control, has greater flexibility of maneuver, which is a distinct naval advantage, but also gives greater economy. At 10 knots, her normal cruising speed, she will steam on less fuel than the best turbine-driven ship that preceded her.

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Journal of the Association of Collegiate Alumnae

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FEBRUARY, 1920

EDITORIAL

The present issue of *The Journal* brings to our readers the remainder of the reports from the biennial. The long delay is regrettable but was inevitable. As was explained in the November issue of the News Letter, the uncertainty in regard to the financial situation after the vote was passed increasing the dues, was such as to leave the general officers no choice but to proceed with the utmost caution in the matter of expenditures until the effect of that vote should be known.

In the fall after the dues began to come in and it was clear that the Association would meet the increased financial demand cheerfully and loyally, the most pressing need was to get into the hands of our members in the form of the News Letter information about the new and extremely important movements in the national Association. It seemed best therefore to delay the issue of the July number and the completion of the publication of the biennial reports until the more pressing need had been met.

It is much to be regretted that lack of space forbids the publication at present of the excellent papers and addresses presented at the open meetings of the convention. We are, however, holding the manuscript in the hope that, with perhaps some revisions, most of this material may yet be presented.

The record of the proceedings of the convention would, however, be quite too incomplete without some account of the banquet held on Wednesday evening, April 2, at the Planters Hotel.

The Banquet

The subject announced for discussion in the after dinner speaking was Our International Relations, and the Association was most fortunate in being able to present so remarkable a list of speakers.

At the close of the dinner the President of the Association, Mrs. Rosenberry, in a graceful speech presented as toast-mistress Mrs. Philip North Moore, a former president of our own Association as well as of the General Federation of Women's Clubs, a member of the Women's Committee of the Council of National Defense, and President of the National Council of Women. Mrs. Moore, whose many national and international interests made her the best possible person for this function, introduced the speakers of the evening in an especially happy manner.

The first speaker was Dean Virginia C. Gildersleeve of Barnard College, chairman of our Committee on International Relations, who in a charming speech voiced the hope of the Association for a closer touch with other nations and especially for a world organization of university women.

She was followed by Mrs. Amanda Labarca, a native of Chile, a graduate of Columbia University, and a member of the Association, then in the United States on an educational mission for the Chilean government. In fluent and excellent English with a charming Spanish accent, Madame Labarca made an earnest plea for continued and increased interest on the part of the women of the United States in the women of our sister republics of Latin America, and in particular for greater knowledge and understanding in this country of the effort their leaders are making for the opening up of

wider educational opportunities, especially for women.

A further contribution to the symposium on international relations was made by Mrs. Glen L. Swiggett, our own vice-president in the South Atlantic Section, second vice-president of the Southern Association of College Women, and executive secretary of the Women's Auxiliary Committee of the United States of the Second Pan American Scientific Congress. Mrs. Swiggett presented a highly interesting account of the work and purposes of the Women's Auxiliary Committee, out of whose activities, along with those of similar committees in the other American Republics, it is hoped that there may some-

time grow a great Pan American Women's Conference that will become a powerful factor in the development of fraternity and solidarity among the American nations.

The last speaker of the evening was Mr. Charles M. Hay, a resident of St. Louis who spoke eloquently and convincingly in behalf of the Treaty and the League of Nations. The close interest with which his argument was followed and the prolonged applause that greeted the conclusion of his eloquent appeal gave evidence of the keen appreciation on the part of his audience of the excellence of the address as well as of their sympathy with the cause he was pleading so ably.

REPORTS OF SECTIONAL VICE-PRESIDENTS

Presented at A. C. A. Biennial Meeting, St. Louis, March 31-April 3

North Atlantic Section

The reports from the various Branches in the North Atlantic Section indicate that their activities have very largely been linked with war work. This is most gratifying, because to college women especially should come the privilege of meeting the need, national and local, for organization of effort in this crisis. Almost every Branch reports active participation in Liberty Loan propaganda, in Red Cross work, and in canteen service. The Boston Branch, for instance, did much excellent publicity work for food conservation in the spring; during the summer it made a card catalogue of college women in Massachusetts who might be called upon for war service and began retail price reporting. In addition it kept open until winter the Home Club House for Men in Uniform at Provincetown and took over a club of the same type at Chatham. Several Branches have assumed responsibility for various forms of Americanization. It would seem to the Vice-President that this field of work should in the future more largely concern college women since it is a work of great magni-

tude and involves an educational program that must be most carefully adapted. A very large number of the Branches report that they have adopted and are contributing to the support of one or more French orphans.

It has been long recognized by the Collegiate Alumnae Association that it should, through its various Branches, offer to pupils in preparatory schools encouragement to go to college by providing them with pamphlets which would give them necessary information, and by showing them the importance of college training as a preparation for future work as well as a means for the enrichment of personal life. Naturally this work has to be done each year for each new school generation. The Pittsburgh Branch, which has been especially active and far-sighted in this feature of its work, reports lectures given to seniors on the general topic of *College as a Training for Leadership*, *The Value of College Training in the Business and Professional World*, *The Value of College Training in the Home*, *College as Training for Leadership in*

Civic Activities. One interesting and suggestive phase of the work of the Pittsburgh Branch is the meeting held in May for Sophomores in the high schools to awaken in these younger girls the desire to go to college. This is done because there is a tendency in many schools to allow pupils to drop college preparatory work after they reach the upper years in favor of electives of various sorts. If these pupils wish to enter college after graduation they find themselves unprepared unless they should enter with conditions. The Branch is therefore offering special encouragement to pupils to continue college preparation, no matter whether they are sure of going to college or not. While many of the Branches do a good deal toward stimulating interest among seniors in the high school no other Branch has reported this original and very desirable plan of meeting the situation among sophomores. The Pittsburgh Branch is more fortunate than many Branches in that it could hold one of its receptions for seniors at the Pennsylvania College for Women where the girls were given opportunity to see the dormitories and laboratories, and where the college Glee and Mandolin Clubs assisted in the program. This Branch emphasizes that it maintains an absolutely impartial attitude and does not allow its meetings to be used as propaganda for any special institution. Through these receptions the Branch meets about seven hundred girls a year and reports that it exercises a strong influence upon the community in the direction of higher education. Several of the Branches in this Section report addresses on Vocational Training and Guidance in the public schools, sometimes supporting a worker in this particular field.

The meetings of the Boston Branch group themselves about the activities of their special committees. I cite their program for the year for the suggestions it may have for other Branches in organizing their work. The first meeting of the year was devoted to a discussion and report of the National Housing Committee; three speakers considered the subject from the point of view

of Housing Standards and Town Planning, The Effect of the War on Housing and the Effect of Housing on the War, and Proper Housing Legislation. The second meeting under the Education Committee took up the needs of women's colleges and chose for its topic, Conservation in Women's Colleges. The third meeting in charge of the Euthenics Committee considered the Aims of the League for Preventive Work in Boston and Dietetics as a Welfare Measure. The next meeting in charge of the special Committee on Foreign Students brought together the Greek, Chinese, Japanese, and French students from Jackson, Simmons, Radcliffe, and Wellesley colleges in the hospitable rooms of the Women's Graduate Club of Boston University. A report of the work of the committee which arranged for the sending of one hundred thirteen French women students to the country last fall was presented briefly. The Committee on Social Service arranged for the next meeting at the College Settlement, Denison House, where the after-care of our disabled soldiers and sailors was the topic for the day. The Vocational Committee in its turn took the next meeting at which it presented the topic of Women in Industry.

Other Branches have arranged for programs for the year by putting one meeting in charge of the different Alumnae groups of the Branch so that there would be a Mt. Holyoke, Vassar, Smith and Wellesley day on which representatives of the college would act as hostesses and addresses would be made on the war work or special activities of that particular college. Still other Branches report a more general type of program adapted to the special interests of their members, and a few of the more isolated Branches ask for guidance and suggestions. The Vice-President of this Section feels that there is a very real problem for many of the Branches in arranging a constructive program of work, and feels that there might well be someone appointed to edit a series of programs selected from the reports of Branch work all over the United States, not with the idea that any one Branch should

necessarily use the program of another Branch, but that there might be accessible a body of suggestions as to lines of work which have proved successful in the experience of one or more Branches. Now that certain kinds of war work are happily no longer needed, there is an enlarged opportunity for a reshaping of programs of work in connection with reconstruction and new types of educational effort. A particularly valuable suggestion for cooperation with other community agencies has come from the Elmira Branch the President of which is the official representative in a newly formed Chamber of Commerce. In the North Atlantic Section the experiment of cooperation between the local Branch and the existing College Club has been started in Philadelphia, following a similar experiment in Los Angeles. The Vice-President in retiring hopes that her successor may have an active part in furthering similar forms of cooperation in communities where now the Collegiate Alumnae Association and the College Club exist side by side without the interrelationship, which would be so greatly to the advantage of both. It looks as if in the next five years there would be a chance for great development in this particular direction. The Elmira Branch reports the resolution, unanimously adopted, to join the State Federation of Women's Clubs, another move in the same direction.

All Branches report some interruption of their work due to the prevalence of influenza, but since the epidemic has died down there has been a renewed interest, which promises well for the future. The problem of many Branches is to find a field of work that does not overlap the work of other organizations, to find ways of cooperating with other organizations which are of special concern to college women or to which college women may most fittingly make contribution, and to initiate movements either separately or in conjunction with other clubs looking toward the improvement of the public school situation as it affects the salaries of teachers, the health condition of children, and the program of study in the

public schools of the neighborhood. Indeed the various problems of public education must legitimately be the special concern of the Association of Collegiate Alumnae.

South Atlantic Section

The work of the vice-president of the South Atlantic Section has been for the past year a very informal piece of work as it was the year before. She has cooperated in all ways possible with the Washington Branch in its various war activities, which will be included in the report of the director of that branch as well as in that of the vice-president at large. As your vice-president now lays down her work with great reluctance she was about to assist in the organization of the local club of the Southern Association of college women. Although the war has come to an end many thousands of war workers will continue to live in Washington, and the organization of such a club still seems a necessary piece of work. The work of this vice-president is not as active as that of other vice-presidents, but to be ready to assist in the general movement of education in the South Atlantic States seems of no mean importance.

LUCY MADEIRA WING.

North East Central Section

To the officers and members of the Association of Collegiate Alumnae, the Vice-President of the North East Central Section begs to submit the following report for her sixteen months of service.

Appointed the last of November, 1917, to fill a vacancy caused by the resignation of Mrs. Noyes of Milwaukee, her first official duty was to attend the Michigan ACA Conference held in Lansing in November, then the Illinois Conference in December, and the Ohio Conference in January; and to help in the banner meeting of the Detroit Branch. On that sixth of January, during the worst sleet storm and blizzard of the year, over 500 college women gathered at Temple Beth El to hear our President, Mrs. Rosenberry, and Secretary, Mrs. Martin. As at all these other meetings, their ringing words inspired

the college women to heroic efforts, shown by the results noted in this desultory report. Indeed 175 women offered themselves as speakers immediately after the Detroit meeting.

From the Ohio and Michigan Conferences of last month—only the latter of which the Vice-President was able to attend—work has already begun to be prepared for the State and County organizations, for which Indiana is also listing her college women, and Wisconsin is beginning to do so.

Unfortunately the difficulties of traveling and the Government request to refrain from it as much as possible last year, and the "flu" together with the increased cost of travelling this year, have prevented the customary visits of the Vice-President outside of Michigan. Both last year and this, about three-fourths of the 28 branches in this section responded to the request for reports, a very considerable showing.

The members-at-large in this section also showed their interest by sending in 89 or more return postcards in voting for their delegates. But this is an expensive and troublesome method, and we would recommend that any member-at-large able and interested to attend should be allowed a vote in the Convention.

Naturally, the work of the Branches, individually and collectively, has been largely some form of war work. The "flu" and the S. A. T. C. take the blame for all the Branch sins of omission and commission.

Several Branches had from one to four overseas workers, among them Indianapolis, Oberlin, Lansing, Milwaukee, Madison, Appleton, Springfield, Ill., while Columbus boasts of a member, Miss Margaret Knight, (whose mother is also an ACA member and former President of the Columbus Branch) who was decorated for her bravery by Sir Douglas Haig.

A dozen Branches did Americanization work, time forbidding mention of any but unusual methods. Springfield, Ill. members visit and teach foreign women in their homes, and teach girls in the hotels how to write letters and use the ballot. Miss

Juliette Sessions of Columbus arranged a series of "International Nights" which will be described in a magazine article. The Milwaukee Branch is assisting in the preparation of Percy Mackaye's pageant, the "Civic Creed." They have also worked to eliminate foreign languages from elementary schools. Madison members registered alien women, at the same time instructing them in our American principles.

All the Branches helped in the Liberty Loan drives, one member of the Columbus Branch selling \$31,000 worth.

ACA has furnished heads for various kinds of Red Cross work, among them, Mrs. Hilton of Chicago and Mrs. Knight of Columbus, the latter raising the number of her workers in surgical dressings from 9 to 9000. Other Branches, notably Milwaukee and Minneapolis furnished leaders in canteen work, others supplied chairmen of the local Women's Committees, Council of National Defense, Woman's League for National Service, etc.

Eight branches did work for the sufferers in devastated France, Armenia, Serbia, etc., the Milwaukee Branch giving up refreshments to spend the money on French orphans.

The French students in this country have been entertained and helped by Oberlin, Niles, Ann Arbor, and Detroit; while Indianapolis raised money to keep two at De Pauw, Cincinnati raised \$350 and made their girls honorary members of the Branch, and Chicago entertained 50 of the girls on the way to their various colleges.

Detroit furnished the chairman and numerous workers in Civilian Relief, and others doing this work were Ann Arbor, Beloit, Columbus, Lansing, Milwaukee and Springfield, Ill.

Notable for Food Conservation work was Springfield with its "Demonstration Agents," while Beloit had "Canning Clubs" and a "Community War Shop" and Bloomington served conservation suppers and did war work on the same days. Milwaukee, Columbus, Ann Arbor, and Cincinnati belong to this group also.

Twelve out of the twenty branches re-

ported as having maintained Speakers' Bureaus, usually in connection with the Woman's Committee, Council of National Defense.

Columbus, Cincinnati, Milwaukee, Oberlin, Lansing, Battle Creek, did child welfare work, while members of the Detroit and Beloit Branches had charge of the baby weighing and measuring campaigns under the Children's Bureau.

Battle Creek, Milwaukee, and Detroit were active in Girls' Protection Work.

During the terrible epidemic, Springfield, Ill., had charge of the dietetics of the emergency hospital; Urbana was active in relief work; Ann Arbor furnished all the meals for nearly 300 patients; while Detroit furnished helpers for a house to house canvass of cases.

Urbana and Detroit sent girls to the Nurses' Training Camp at Vassar.

In providing various forms of entertainment for soldiers and sailors much was done by Chicago, Kalamazoo, Appleton, Ann Arbor, Battle Creek and Cincinnati, the last three maintaining Hostess Houses, a wonderful piece of work of which time forbids description.

Chicago sent an ambulance to France, while Ann Arbor equipped a room in the University of Michigan Club House in Paris at an expense of \$1500.

Coming now to the more distinctively peace time work—though we have by no means exhausted the story of the war work that was done—Chicago, Detroit, and Oberlin have worked in the Bureaus of Occupations; Urbana, Detroit, and Ann Arbor have helped to establish cooperative homes for girls where they might live more economically during their college course. Oberlin, Cleveland, and Ann Arbor each year entertain the senior girls to interest them in A.C.A. Cleveland helps to show college girls the many opportunities for college women other than teaching.

Many branches have labored hard to maintain school standards and school attendance, the Niles Branch having the unique plan of holding luncheons for the senior high school girls and their mothers, and also holding

group meetings with the mothers and daughters.

Chicago, Appleton, Toledo, Oberlin, Bloomington, Cincinnati, Milwaukee, Cleveland and Detroit help girls by scholarships and loans, there being a difference of opinion as to whether aid should take the form of gifts or loans, and whether the loans should be with or without interest.

Several branches work in social settlements and with the Associated Charities, Urbana supervising shower baths and providing soap and towels in a district of colored people and poor whites; Bloomington provides school lunches; and Lansing has furnished a visiting nurse's equipment.

Niles, Kalamazoo, and some others are beginning the study of the rural school problem.

At least 14 branches in this section have sent representatives to this Biennial.

Surely these reports show that trained minds can do tremendous pieces of work, especially working together.

Respectfully submitted,

MARY THOMPSON STEVENS.

Northwest Central Section

The work of the A.C.A. branches of the Northwest Central Section has been extremely successful on the whole, in spite of the influenza epidemic and the devastating forest fires in northern Minnesota.

All branches reporting show an increase in membership from 5% at Ames to 100% at Mankato, which was organized less than a year ago and has a remarkable record.

Cooperation with the Council of National Defense and the various war activities is reported from practically all of the branches.

Special results achieved by the energies of the A.C.A. members this year are indicated in extracts from individual reports:

Ames Branch: With 37 members is going to finance the \$500 scholarship for the benefit of a French girl, to be recommended by Miss Tilden, head of the Girls' Physical Training Department, who is now in France.

Des Moines Branch: Has 68 members, 12 new this year. The work of its Committees follows:

1. Hospitality Committee, entertained the French girls attending Grinnell.

2. Index Committee, is making a card index of graduates in Iowa, eligible to A. C. A., purpose being to assist in forming new branches.

3. Patriotic Education Committee, includes, —(a) Public speakers working under C. of N. D. and (b) Italian-American Committee, fostering a night school for teaching English in Italian districts.

4. Legislative Committee, is watching the 9-hour a day or 54-hour a week bill for Woman Labor.

5. Committee investigating the training opportunities in Des Moines for women.

6. Women in Industry Committee, investigating conditions in factories where women are employed—Employers' Bureau, etc.

Duluth Branch: Has cooperated with Council of National Defense, actively and financially.

The Educational Committee, endeavors to keep in close touch with the city schools, by attending meetings of the Board of Education, visiting schools, conferring with the Superintendent in regard to ways in which the A. C. A. may be of service. In August it exerts itself to try to influence every woman in the Branch to exercise her vote in the School Board Election. In addition to these, the Committee this year has investigated complaints of city teachers in regard to the Pension Fund.

This same Committee has added to its work this year, an effort to interest the Branch in Americanization. The Branch has undertaken, in a tentative way, Americanization in a rather difficult section of Duluth.

The Scholarship Committee is busily engaged in trying to interest High School and Normal School girls in going to college. The Branch has offered a loan scholarship of \$300 to a worthy applicant.

Mankato Branch: Was organized by Mrs. L. W. Kline May 20, 1918, with a membership of 21.

Its first year has been notably successful.

It has now a membership of 44, has held profitable meetings once a month and has carried through a number of projects which were worth while.

At one of the fall meetings the school nurse talked to the Branch about the civic needs of Mankato as she saw them. She expressed a wish for a fund on which she might draw for relief when she found it most needed. The Branch decided to see that she had that fund. The members asked other women's organizations of the town to cooperate, and now there is at the disposal of the school nurse a fund sufficient to provide for the needs she meets.

In August, during the county option campaign, the president of the Branch was asked to take charge of the women's work in one ward. With the help of the members who were in town posters were distributed at the business houses and literature at residences. On election day the dry voters of the ward were reminded by telephone of their voting duty. When the returns were in and the announcement made that Blue Earth County had gone dry, the Branch was glad to have had a share in the campaign.

One of the public schools was condemned as unfit for use; at the regular school election the bond issue necessary for a new building failed to carry; the date for a second election was set and the school Board asked the A. C. A. to get the women out to vote. The publicity campaign included four minute speeches at meetings of women's organizations and at the theatres, the distribution of dodgers and telephone lists for members to use on voting day. The bonds carried by a good majority: Mankato Branch of A. C. A. had made good on its first real "job."

Seventy of a possible seventy-five attended the reception which the Branch gave to the girls of the senior class in High School. The speaker was the registrar in the University of Minnesota, who told the girls just what they wanted to know about going to college.

February 24 Madame Huard lectured for the Branch on "My Home in the Field of

Honor." Through the best efforts of every member of the Branch the affair was an overwhelming success, both in appreciation shown by the townspeople and in the fact that more than enough money needed for a scholarship was raised.

The Mankato Branch, although only a year old, already recognizes that the A. C. A. gives college women a most effective organization through which to render service to the community.

Minneapolis Branch: Called the College Women's Club, has had a very successful year. The membership has increased 50%, so that now there are 391 members. The new plan, that of having a Saturday noon luncheon once a month, has been tried successfully. The Monday afternoon meetings have been held therefore only once a month.

As in the other years, the work of the Sections has been considered most important. The sections this year have been seven in number:

1. Americanization Section
2. Legislative Section
3. Home Culture Section
4. Nutrition Section
5. Vocational Section
6. French Section
7. Speakers' Bureau

The members of the Americanization Section have acquainted themselves with the general immigration problem of the United States, and with conditions in Europe which have furnished Minneapolis with its foreigners, and local assimilation problems.

The Vocational Section has taken up the most up-to-date subject, that of the 8-hour day for domestic employees.

Two new committees have been started, the educational committee and the finance committee.

The finance committee was successful in raising \$600 by buying out a theatre for one night; \$150 of this went to the scholarship, the balance is the nucleus for a College Club House some day.

Northfield Branch: Has 52 members and 12 associate members and has paid \$300 on

a scholarship fund for their French student. Three regular meetings have been held. The October meeting was a French program; a college professor who has traveled extensively talked on France and her people and gave lantern illustrations; another professor gave the history and the facts of the French girl scholarship movement. This was to renew interest in the task assumed by the branch for the year, that of financing one of the French girls in the college in Northfield.

In educational work the Branch cooperated with the Council of National Defense during the period of the war.

Omaha Branch: Increased its membership from 140 to 160. They have had monthly meetings, except from October to December.

Though the regular Christmas meeting was not held at the Settlement House, 200 stockings were filled and baskets donated, in addition to \$25 contributed. The Settlement Committee also raised \$25 by the sale of Christmas novelties.

The War Committee of the A. C. A. has established a Registration Bureau for teachers in Americanization work, which has furnished teachers at the Settlement and various factories. The War Committee has also established a war chest—now reconstruction chest. Subscriptions have been raised amounting to \$100. It is planned to assist in scholarships and in the education of French girls; \$25 has been contributed by A. C. A. for a Latin-American scholarship.

The sections are: Drama and Story Tellers. The Drama Section holds two meetings each month and has made the study this year of modern one-act plays. The Story Tellers hold monthly meetings at which stories of our Allies are told.

St. Paul Branch: Has had a most interesting and successful year.

The year 1918-1919 began with war activities uppermost in the minds of the 250 members as was witnessed by the numerous committees and departments. Among these activities were the maintenance of Thrift Clubs; the continued support of the Club's French war orphan; the gift of books and

magazines for the soldiers at Fort Snelling and the aviation training school; the purchase of \$600 worth of Liberty bonds; the attendance one day a week at the Model Red Cross Workshop; the contributions to a weekly conservation column in three theatre programs; the sending of a gift of cloth to the Refugee garment department of the Red Cross; the entertainment at the club meetings and in homes of the five French college girls at the University of Minnesota; the maintenance of a Sunday evening canteen at the Soldiers and Sailors Club which served an average of 250 men each evening; the service of members as hostesses at the Hostess House of the aviation school; the work of members who spoke in various parts of Saint Paul to clubs and schools under the auspices of the War Speakers' Bureau; the aid given through the Civilian Relief Committee to the families of soldiers and to the sufferers from the forest fires; and the gift of a \$150 scholarship to a member to attend the Vassar Training Camp for Women.

All the above activities were carried on besides the regular work of the club and the gift of three \$150 scholarships at the University of Minnesota. The Saint Paul Vocational Bureau was performing a busy and much needed service when it had to be discontinued temporarily on account of war time technicalities. It is hoped, however, that the office may reopen soon.

The college club's constitution has been carefully revised and brought up-to-date and plans are now being made for incorporating it. The meetings have been well attended and very enthusiastic.

It has taken an active interest in the Federal Education Bill.

And now that the most intense war activities are over, the club hopes to utilize the impetus already in motion, to found and manage, under the guidance of its Americanization Committee, a settlement house in the Italian district of Saint Paul. Plans to this effect are fast maturing.

As the members see the accomplishment

of the many and varied tasks of the past year, they look forward enthusiastically to a new year of even broader activities.

Mrs. J. E. ORIN.

Report of the S. W. Central Section 1917-1919

Reports from the S. W. Central Section show the disintegrating action of the three wartime conditions of economy, to which branches in small communities attribute a considerable number of withdrawals; of a great increase over the usual number of those who have changed residence, resulting in more resignations than new memberships; of the complete absorption of many A. C. A. leaders in definite war work. In consequence, two small branches temporarily disbanded; one has had three presidents in a year; some have had to suspend minor activities. Throughout the section, college women have justified their training by serving as leaders of the Women's Committee Council of National Defence, in the Red Cross, in Liberty Loan drives, in the work of food conservation and child welfare. It is of the utmost importance, now, while the habit of work still holds, to re-enlist all college women in A. C. A. activities, otherwise the most able will identify themselves permanently with other groups. If each branch will embrace live local issues, and will keep in mind the great national purposes of the association, its future growth is assured.

In spite, however, of inevitable disturbances, there are evidences of steady development. All branches which had already established scholarships, have maintained them, while Lawrence, Kansas, has increased the amount given annually, and Kansas City, Mo., has added to the four, offered to High School graduates, three for teachers, to assist them to study at an accredited university, either in the summer, or during their sab-batical year.

Where there has been opportunity, the branches have interested themselves in vocational information and guidance. This work ably conducted for two years by the Lawrence Branch, has been assumed by the University of Kansas; the alumnae bureaus

of occupation in St. Louis and Kansas City, have been taken over by the government; the University of Missouri did a brilliant piece of war work, by directing their girls to war agencies within reach of their home towns and sending to these agencies a careful estimate of each girl's ability which was of inestimable value to committee chairman.

Film inspection has rather generally been assumed by the Council of Mothers and Parent-Teacher Association. While this organization by its wide reaching membership has an authority lacking to the smaller group, the results in at least one town, indicate that college women are necessary to the better-film movement, as parent-teachers, and it is to be hoped that branches will again engage actively in the effort to improve the movies.

Preparations for the biennial meeting of the association occupied the St. Louis Branch during the last year, the success of the meeting demonstrating the efficiency of the branch.

Two new branches have been formed, one at Tulsa, Oklahoma, the other in Maryville, Mo.; but the great achievement of the section has been the organization of Kansas as a state with Miss Alice Winston of Lawrence as president.

The plan for the section includes in addition to state organization, a special legislative committee, having a three-fold purpose, 1st. to study existing laws relating to education, public health, child and woman labor; 2nd. to make surveys to determine how far these laws are enforced, and where they need amendment; 3rd. to watch for the enactment of new laws and where possible to exert a beneficent influence on legislation. It is planned to have on this committee a representative from each branch in the state and one or more members-at-large one of whom shall live at the state capital. With a definite aim like this branches will soon feel the advantage of close affiliation.

Respectfully submitted

MRS. O. H. MARTIN.

North Rocky Mountain Section

The reports of the four branches that responded to the vice-president's call show that the year has been a busy one though full of interruption and sudden changes, as indeed it has been for all organizations and individuals. During the early part of the year, all the branches were actively participating in war work.

The policy of the Sheridan Branch has been to work *in* as well as *with* other organizations of the community. It holds its own monthly meetings each month; but in the work of the community, the ACA members are the "boosters" in other organizations, thus making their strength tell in many and varied forms of activity. The achievements of the year have included the following:

A series of musicals, the proceeds of which were devoted to patriotic purposes and local charities.

Active assistance in a county campaign for an Ambulance Fund.

The compiling of an exhaustive historical record of all men in the service from Sheridan County.

All forms of Red Cross and patriotic service work.

Relief work during the epidemic both at the Emergency Hospital and in private homes.

Assisting in the railway Depot Canteen where passing soldiers were provided with food and comforts.

The epidemic so seriously interfered with the work of the Laramie Branch that no meetings could be held until December when a pleasant social gathering took place. Since this report was written early in the year the branch could report little that had actually been accomplished, although plans were then being formed for some strong constructive work to occupy the remaining months of the year.

The Great Falls Branch has devoted itself exclusively to war and relief work, giving up its meeting time to sewing and discontinuing the use of refreshments for the sake of war time economy. It was active

as an organization in relief work during the epidemic.

The Missoula Branch was also prevented from holding meetings during the early part of the year. In spite of this some very worth while things have been accomplished.

It has continued its pledge to the Fatherless Children of France for the support of two French orphans.

One of its proudest achievements has been the election of a woman, an A.C.A. member, to the school board, in spite of heavy opposition by reactionary elements. Since her election the board has voted a physical supervisor for the public schools, and it is hoped that before another year is over it may have voted to secure a school nurse.

Members of the branch have been active in all forms of patriotic service. As an organization, the branch met once a week for Red Cross work.

The Legislative Committee has done some very strong work in securing the passage of educational bills by the state legislature. While their success was not all that could be wished, it was not for lack of earnest and tireless effort on their part.

The Eloise Knowles Cooperative Cottage at the State University, the first of its kind in the state, was the direct result of the work of the Missoula Branch, and is proving a great success. Ten girls live there with the head of the Home Economics Department as their house-mother. The cottage was nicely furnished by the different women's clubs, and makes a real and very homelike home for the girls.

NORA S. KINSLEY.

South Rocky Mountain Section

If two words could characterize the work of all the branches of the South Rocky Mountain Section for the past year they would be *changing plans*. After a time this becomes discouraging, even demoralizing. No matter how proud the branches may have been of the individual efforts of individual members—for like all other sections of the country we, too, furnished leaders

for every kind of war work in our communities—still it is the inspiration of group effort that keeps an organization alive.

The changing of plans began last spring when, after much interest and enthusiasm had been aroused in a conference of the branches at which our national president was to be present, we had to forego her visit. We also had to forego the conference. To secure a representative attendance so late in June without the compelling interest in the coming of our president was found impossible. Perhaps this should not have been so. The sectional vice-president should have represented the president. But it must be remembered that a sectional vice-president is after all only a local person and cannot inspire the interest that one with a message from the outside can. We feel far from the national part of the Association. My first visit to the branches in this section revealed many in the younger branches who knew nothing whatever of the work of the National Association. This is, in most part the fault of local officers who do not transmit the news in the letters from the executive secretary and who do not see that members secure their Journal. The physical presence of a national officer from another part of the country would change much of this and would vivify all letters coming thereafter.

Some branches had hoped for sufficient stimulus from the proposed conference to keep them at work through the summer. With some this is always impossible because the majority of their members, who are teachers, leave the state. But without exception all disbanded for the summer, and one branch has never since replied to any of the many letters the vice-president has written it.

In the fall, plans for winter work were drawn. Their fulfillment had to be postponed because of the influenza epidemic and later their character in most cases, completely changed because of the signing of the armistice. Naturally this was the same all over the country and I mention the obvious merely to emphasize the fact that

a disorganized fall followed a disorganized summer. Not until the first of the year did branches meet to plan afresh.

And now it is time this report adopted a little more hopeful tone. The earnest spirit in which new work has been outlined by several of the branches augurs well for the coming year.

The branch in Denver has as new work the listing of the college women of Colorado and the codifying of the social laws of the state. The branch considers joining the State Federation of Women's Clubs. The educational committee has been active in securing support for Senator Smith's Federal Education Bill.

In Colorado Springs they have the following program: (1) a survey of the town to determine the activities already carried on; (2) an investigation having in view the joining of the state Federation of Women's Clubs; (3) co-operation with the local Y. W. C. A. in working for a general vocational conference to be held this spring; (4) support of the plan for having the local Soldiers' Memorial take the form of a community house or center; (5) the appointment of a member of the A. C. A. to accompany the county superintendent of schools on a trip through the county to speak to girls in the district schools about the general value of going to high school and college.

The Pueblo branch adopted a French orphan in the fall; is going on with its vocational guidance work; provides an automobile and driver for carrying children from their homes to a community nursery; and did yeoman service during the influenza epidemic. The branch will gladly assist in any state program planned.

The Salt Lake city branch was contemplating some form of French and Belgian relief work according to the last word received.

I cannot close this report without some mention of the Denver Collegiate Bureau of Occupations. In the spring the management of the Bureau was transferred to a newly

formed Bureau Association made up mainly, but not entirely, of A. C. A. members. In August it went under federal control becoming the keystone of the Women's Division for Colorado of the U. S. Employment Service. The Bureau manager became head of this Women's Division. The Colorado branch felt its efforts of the last two years well rewarded when its struggling little Bureau proved strong enough to be given the guiding hand, as far as the state is concerned, of all the federal work pertaining to the employment of women. It is realized that the future of the U. S. Employment Service is uncertain and especially of the Women's Division but it is quite certain that the months under federal control brought us an enlarged sphere of usefulness with correspondingly larger results. Should the government decide to dispend with our services the organization of the Bureau Association is still intact and the work would still go on. However, we hope the National A. C. A. will lend the strength of its influence to the keeping alive of the U. S. Employment Service and especially of the Women's Division.

Respectfully submitted,

ETHEL MENDELSON.

North Pacific Section.

Influenza epidemic and war work—these two phrases occur most frequently in the year's report from the branches in the North Pacific Section, the influenza preventing many of the meetings before Christmas and thus retarding the organization for work. However, much regular committee work, and much that was already organized the year before progressed in spite of difficulties. The Washington State Educational Propaganda committee had its work started in a majority of the counties of the state, when the reorganization of the Woman's Committee Council of Defense, followed by the dissolution of the Council of Defense, put a stop to it. The largest number of actual speeches was perhaps made in Spokane and Whatcom counties. A "leader's class" is still being

conducted in Seattle, studying the changing phases of the post-war situation.

The University of Washington and the State College both offered the intensive pre-nursing courses urged by the Surgeon General of the Army, and the branches of the state worked hard to recruit students (assisted by other women's organizations). The public however, regarded the emergency as having passed, and not enough recruits were secured to justify the creation of the classes.

Educational legislation has claimed the attention of all Branches, the Hoke Smith bill first and foremost. Letters and telegrams have been sent to U. S. Senators and Representatives by all branches, except one. The Spokane Branch made a study of all bills bearing on education, that had been introduced into the legislature of Washington, together with their endorsements or non-endorsement. This was mailed to all Branch members, and also with the co-operation of the Superintendent of Schools, to all Spokane school teachers. A list of the legislators from the county was enclosed, and the recipients were urged to write to their representatives, expressing their approval or disapproval of the bills. In the Legislature of Washington, the bill for equal remuneration for teachers, irrespective of sex, was one that received much attention. Also a bill providing for an industrial home and clinic for women; a child welfare bill; one providing for county libraries; one prohibiting foreign language schools. In Oregon, the Portland Branch endorsed the child welfare law, and the law providing for a court of domestic relations. Both of these bills passed. All the branches have interested themselves in local school questions. In Portland, some member of the educational committee attends every meeting of the school board. Through the efforts of the same committee, the school board was persuaded to place a girls' adviser (or dean of women) in one of the high schools, and a member of the Branch was chosen. Her work has been so successful that it is hoped similar appoint-

ments will be made in the other high schools of Portland. The committee also makes a regular study of college catalogues, in order to advise girls selecting college courses. The Portland Branch maintains a speakers' bureau, which has supplied speakers for meetings of the P. T. A., on "Food for the World," "Local Milk Problem," "Vocational Guidance," "Going to High School," "Back to the School" and "Child Labor." Vassar, Wellesley, Columbia, Iowa, Syracuse, Oregon and California graduates have given these talks, and the Branch feels that a most friendly feeling has been brought about and direct results have been shown.

All Branches also have continued their loan or scholarship funds. Seattle has made two loans; Yakima Valley expects to increase its fund to \$100, by the end of the year; Tacoma has approximately \$500 loaned out; Spokane has awarded two \$100 scholarships; Portland has continued its \$200 scholarship, besides raising the \$200 necessary to complete its pledge of \$500 to the Woman's Building Fund of the University of Oregon. This last was accomplished by presenting Col. John Leader, of the Irish Rifles, in a lecture.

But war service after all called forth the greatest energy of the members of the Branches. The Seattle Branch raised \$400 for the Red Cross. This was done by subscription. The Yakima Valley Branch had charge of the child welfare work for its county, under the County Council of Defense. Except for its Red Cross work, the Tacoma Branch has wisely confined its activities to work that affects Camp Lewis, only a few miles away. This has been partly of a social nature, giving parties, etc., but with a member of the Branch as chairman of hospital library work, the members have collected magazines, and read, selected and prepared for booklets, two thousand short stories. The Tacoma Branch is also typical in numbering among its members, leaders in all sorts of war work. The president of the Red Cross, president of the Y. W. C. A., and president of the Coast Artillery Mothers, are all members of the

Branch, while other members are active in Red Cross, Home Service, surgical dressing instruction, and canteen service. The Portland Branch has had a group of women in every drive sanctioned by the government. In the last Red Cross drive, ninety women worked under Mrs. Forrest Fisher, their president, as captain. The Branch became a War Saving Society and one of its members organized thirty-two such societies. At each issue of Liberty Bonds, they opened a booth in a large department store for their explanation and sale. When the British Red Cross gave a fête in July to raise funds, thirty A. C. A. women presented a pageant, "Liberty Unbound," written by one of the members, Elizabeth Burrowes; but their most spectacular work was that of their magazine committee, under Miss Rockwood, which has handled about one hundred and forty tons of old magazines, receiving for their sale, \$615, and expending \$570, so far, for scrap-books, magazine subscriptions, single magazines, pictures, postage and supplies. Boxes of magazines were sent to forts and spruce camps, ships and hospitals. 1,342 scrap-books have been made, and both the scrap-book and magazine work continues actively. The detailed report of this work is so interesting that it deserves to be published in the JOURNAL.

All of the Branches have had interesting and inspiring talks upon live subjects given at their meetings, while both Tacoma and Portland have indulged in self-manufactured drama, the Portland dramatic committee giving an original playlet at each meeting, in addition to its program.

Interesting individual ways of accomplishing our aims have been developed in the different Branches. In order to demonstrate the interest of the A. C. A. in the women of the University of Washington, the Seattle Branch has presented a cup to be contested for annually by the women's debating societies. The Branch has also voted to join the *City Federation of Women's Clubs*, for the sake of a wider viewpoint and an added opportunity for service through co-operation.

The Tacoma Branch proposes to furnish a stimulus to high school girls, by presenting a tablet to each of the high schools, whereon each year, the name of the most representative girl of each graduating class, may be inscribed. The Yakima Valley and Spokane Branches give annual parties for high school seniors. The Portland Branch has perfected a rotation on the scholarship committee, that enables the girl holding the scholarship to have the same adviser throughout her course.

All of the large Branches depend mainly upon the regular monthly committee meeting for the transaction of business, referring only the most important matters to the Branch, and the Portland Branch finds a telephone committee of great service in reaching its members. The mothers of small children gladly serve on this committee, which enables them to do something for the Branch without leaving their homes.

The Spokane Branch has done unusually good publicity work, and its voluntary service and vocational committees are the most active in the Section. Its child welfare committee has made a survey of all the public schools, working with the school principals, medical staff and social service exchange.

The new Pullman Branch has taken hold of its work, chiefly educational and legislative so far, very efficiently. It has made a record by doubling the membership with which it joined the Association last year. The other Branches have held their own or gained from four members (Yakima) to forty-five (Portland). Very much earnest work has been done by membership committees. The Vice-President of the Section will visit and address the Pullman Branch at its March meeting, holding conferences with the Spokane and Yakima Valley Branches en route. In the midst of war work, influenza, and strikes, the hoped for Branch at Bellingham (Washington), has reached a permanent organization and hopes to be accepted during the Biennial.

The detailed reports of this Section, with their many suggestions of the methods for

accomplishing work, will again be sent as a round-robin to the Branches.

Respectfully submitted,

LAURA WHIFFLE CARR.

South Pacific Section.

The report of the South Pacific section for the current year 1918-1919 should open with an account of the State Conference of A. C. A. branches held in Santa Barbara in April of 1918, immediately following the California State Conference of Social Agencies. The branches shared a \$25 membership fee as an allied organization which entitled the A. C. A. to space in the preliminary announcements and in the printed programs, and to participation in rates, hotel accommodations, hospitalities and all other arrangements made for the general Conference of Social Agencies. As chairmen of sections, as speakers on programs of education, public health, child welfare, Americanization, etc., also as delegates from their respective communities and organizations, there were A. C. A. women taking a prominent part throughout the general Conference.

The last day, the A. C. A. women met for an informal get-together supper, then in a body attended the final meeting of the general Conference. The following morning was devoted to reports from the nine branches represented; to a resumé of the business transacted at the A. C. A. council meeting that had just been held in Chicago; to the adopting of resolutions transmitted from the Chicago meeting; to recommendations on the part of the sectional vice-president; to a message from Miss Mary McDowell, a guest of the general Conference; to an address on the Responsibility of the College Woman in War-time by President Aurelia Henry Reinhardt of Mills College.

From this session all adjourned to the Santa Barbara State Normal School for luncheon. Mrs. Birney Donnell of the Los Angeles branch was chairman of the after-luncheon program, the principal speaker, Mrs. Jordan, dean of women at the University of Michigan.

Officers and members of the Santa Barbara branch, serving on the local committees for the general Conference graciously and easily planned for the A. C. A. meetings. Because this first venture seemed to involve a minimum of effort and money on the part of the hostess branch and of those in attendance, with a maximum of benefit to all, it was decided to meet again with the State Conference of Social Agencies in San Jose, April 25-26, 1919.

That this first Conference of the South Pacific section has proved a real factor in holding together A. C. A. interests in spite of the distracting demands of war-work and the interruptions due to the influenza epidemic is evidenced by the fact that there has been an increase in the total membership of the section during the year and that even those branches that did not gain in numerical strength have held their own in spite of few meetings held.

The program sent to each branch by the executive secretary, Mrs. Martin, together with suggestions made at the Santa Barbara conference, have formed the basis for branch activities during the year. For instance a California branch (San Francisco-Oakland-Berkeley) has supported the following committees: War Service (including Red Cross, Food Conservation and Public Speaking); Education (studying educational legislation and general problems of the public schools); School Survey (working on the recommendations for San Francisco of the U. S. Bureau of Education); Certified Milk and Baby Hygiene (co-operating with the Children's Year and conducting two clinics for the Associated Charities of San Francisco); Vocational Opportunities (investigating the local situation in regard to the employment of college women); Back-to-the-School (including various reconstruction problems); Modern Plays (forming War Savings Societies and contributing to the support of a French orphan in addition to their usual reading). During the Liberty Loan drives, 22 life members were secured making a total for the California branch of 28. Fifty-two new members have

come into the branch during the year. The total number of regular members is 472.

Madame Amanda Labarca, of Santiago, Chile, has been extended the hospitality of the California branch for the past four months and members have aided in her study of the secondary schools. French students sent over by the French Government to Mills College and to the University of California have been entertained by the branch.

The Los Angeles branch (275 regular members) has continued to set an example in patriotic education, by furnishing speakers, by taking a leading part in all drives and in assuming a large share of the Americanization program of Los Angeles. The San Jose branch also lays emphasis on Americanization by maintaining seven sewing circles for non-English-speaking mothers with the public school as the respective meeting-places. The branch is taking up a survey of local industries other than the canneries. San Jose, Fresno and other branches continue to maintain scholarships. The Fresno branch also co-operates actively in supporting a Day Nursery and furnishes club-leaders for the International Institute of the Y. W. C. A., as its part in the Americanization of the community.

The Reno (Nevada) branch deserves especial credit for the influence and leadership it has developed in the effort to establish the Y. W. C. A. in the State. This branch is devoting a great deal of energy to securing recognition for the University of Nevada from the Association of American Universities. To arouse local interest, the branch has launched a campaign to start a \$25,000 scholarship fund for Washoe County high schools. The interest from this fund would keep four selected students at the University each year. It is hoped that eventually each county in the State will have such a fund.

The Santa Barbara branch proposed to the City Manager, Board of Health and

City Council a housing survey which is now being made by these united agencies.

Southern California (Riverside, Redlands, San Bernardino), Imperial Valley and Ventura County branches each exert a wide influence geographically, in promoting school matters and in co-operating in local movements for community welfare. The president of the Southern California branch has recently been made a member of the Riverside Board of Education. It was also the Southern California branch that encouraged the forming of the youngest branch in this section, the Pomona Valley branch from which a report may be expected next year.

The San Diego branch completed affiliation with the A. C. A. this year and thus introduced 132 regular members. This branch has already had a long and honorable history as the College Woman's Club of San Diego and its Social Service section continues to further the work of Neighborhood House founded by the Club. Other committees are the Education Committee (maintaining a bureau of public speakers), Drama, Music and Publicity Committees.

As retiring vice-president of the South Pacific section, may I add a personal word of rejoicing that the total membership in this section is almost treble the number of four years ago. Yet I regret that there are not more small branches scattered over the State. Just as in the recent nationwide movements during the war, we have discovered vast discrepancies between state and state, in standards of education, sanitation and general social welfare, so, in the state-wide campaigns in California we have learned that there are as great differences between county and county. Therefore it behooves college women in the less populous localities even more than in the cities to connect with A. C. A. and thus become high-powered agents to level-up the disadvantages that discriminate against the boy and girl who happen to be born in the less alert communities that are in truth years behind the times.

Respectfully submitted,

ETHEL MOORE.

REPORTS OF CONFERENCES

THE CONFERENCE OF WOMEN TRUSTEES.

The Conference of Women Trustees was held Tuesday, April 1, 9:30 a. m., in the Planters Hotel, President Pendleton in the chair. Miss Wells was asked to serve as secretary for the meeting.

Present were President Pendleton (Wellesley), President Sabin (Milwaukee-Downer), Miss Elizabeth Kemper Adams (Vassar), Miss E. B. Kirkbride (Bryn Mawr), Miss Marguerite Wells (Smith), and later Dean Gildersleeve (Barnard). President Pendleton explained that she was serving as chairman by request in the absence of President Woolley of Mount Holyoke. She read then a list furnished by Miss Woolley of twenty-four of the accepted colleges of the A. C. A. that have no women trustees and another list of nine with only one or two women trustees.

President Sabin then made a report on duties of women trustees. She stated that presidents are usually ex officio trustees and serve on all committees. She pointed out that women trustees ought to be members of all important committees, such as finance committees, executive committees and building committees. She also pointed out certain obligations of women trustees to students and faculty.

A discussion followed President Sabin's report. The value of faculty participation upon a building committee was suggested. Miss Adams suggested a Plans and Policy committee, one to outline general policies. It was reported that Vassar has increased the number of its women trustees from five to seven of which number two are permanent. Vassar also has a temporary joint committee composed of trustees, faculty and alumnae. This committee suggests possibilities in the way of co-operation. The Colorado College studies on the subject of terms of office, etc., numbers 14 and 15, were recommended for information to trustees and their college administration.

It was moved, duly seconded and voted that a committee be appointed by the chair to bring to the various groups of women trustees of the A. C. A. the question of a limited term of office for so-called permanent trustees, and that a report from these groups be brought back to this conference.

The chair appointed Miss Wells chairman of such a committee and Miss Adams and President Sabin members.

Miss Kirkbride discussed the subject of salaries and annuities. She called teaching a sweated trade and raised the question whether it would be possible to arrange a retiring age if there was no system of pensions.

President Pendleton stated that as yet no decisive action had been taken at Wellesley upon the Carnegie plan of pensions. Miss Kirkbride stated that Bryn Mawr was not eligible to the original Carnegie plan. It was also stated that Harvard has accepted the Carnegie plan, which it uses together with a pension system of its own. At Yale the trustees contribute to a pension fund. Miss Adams mentioned Flexner's interest in the Yale plan. The American Association of University Professors found three faults with the Carnegie plan: that it was compulsory, non-participating, and has a self-perpetuating board. Of these three objections one has been removed and the plan is now non-compulsory.

In the general discussion about salaries it was generally agreed that in certain lines at the present time, salaries have to be enormously raised over the maximum salaries of the past in order to compete with the government and with public work, e. g., salaries of economists, etc. It was generally agreed that in such a crisis, unless endowments are forthcoming for increased salaries, the number of faculty will have to be cut down, or perhaps the number of full professors. That it is a crisis was the opinion of everyone present, and the possible

solution of abandoning privately endowed colleges in favor of state institutions did not appear feasible. The sentiment was that privately endowed colleges must continue to fill a certain place for the immediate future. President Pendleton suggested that following the plan of the united drive for war work endowed colleges for women enter into a united drive for salaries.

It was then moved, duly seconded and voted that this conference recommend to the Association that a committee be appointed to consider a united drive for at least one hundred million dollars for salary endowment in privately supported women's colleges, and that this action be reported to the joint conference for their endorsement.

The conference was then adjourned.

M. WELLS, Secretary.

JOINT CONFERENCE OF DEANS AND PROFESSORS.

Professor Anna A. Cutler of Smith College was the presiding officer at the conference which was opened by Dean Eva Johnston of the University of Missouri with a discussion of the subject of Quality Credits.

Dean Johnston opened the discussion of quality credits by presenting the plan of grading used in her institution. It is based on the belief that normally in a fairly large group of college students, fifty per cent will do work of medium grade, twenty-five will do inferior or failing work, and the remaining twenty-five per cent superior or excellent work. About five per cent will fail; about the same per cent will be excellent. In grading a hundred students, professors are expected to approximate these proportions. The adoption of these standards was intended to meet the difficulties which arose in the wide variation of grading, and to lessen the opportunity for the student to elect instructors who give grades unduly high. Students who do medium work receive the normal schedule credit of the course; those receiving the grade I, of inferior work, receive twenty per cent less than normal;

students rated as superior receive fifteen per cent additional credits, and excellent students twenty.

In the discussion, the following questions were asked:

Prof. Millard of Grinnell College: How strictly is a professor required to conform to the standard percentage?

In a hundred grades in a given course, he would be expected not to show much divergence. In a small group of students above freshman rank, a very marked variation would be tested by comparing the professor's rating of the group with the average of these same students in all their other college work.

Prof. Rogers, Goucher College: Is there as large percentage of failures in upper classes of elective courses as in the required subjects of the first years?

No, only three per cent of failure is expected in upper class elected courses.

Prof. Kingsbury, Bryn Mawr College: Do good students shorten their college course?

They usually remain the four years, but are allowed to enter graduate work for the last semester.

Prof. Lynn, University of Kansas: Does the excess credit allow the superior student to have fewer hours in his major?

No, the major requirement must be met in schedule hours.

Prof. Rogers, Goucher College: Is there a minimum essential of required hours?

There is a fairly large amount of required work.

Prof. Cutler, Smith College: Has a given mark, E, G, A, or S, no standard meaning?

None fixed. Yet the meaning is not determined so completely by the mental ability of students, their preparation, and their attitude toward the subject as the theory might seem to indicate.

For literature on the subject, Dean Johnston referred those interested to *University of Missouri Bulletin*, Number 2, Volume XV, 1914.

II. Does the Liberal Arts Course give the Student the Intellectual Tools Necessary for Life and Work?

Opened by Dean Harris, Elmira College.

The public demand for vocational courses is an indictment of the course in liberal arts. How far is this public distrust justified? Not recognising the change in the aim of education which should result from the accessibility of books and libraries, the college is still putting unnecessary stress on information courses of a non-essential sort. The needed reconstruction lies first in a fresh inventory of the needs of the person coming to college. Young people need trained wills and trained imaginations. Too often the youth comes out of college with "his will as untrained as a criminal's."

There are three ways to success: (1) by eminent skill in the organization of things,—skill which courses in science should give; (2) by ability to organize and manage people,—which such courses as psychology, ethics, pedagogy, and history should help young people to learn; (3) by the power to organize ideas,—to which such subjects as philosophy contribute.

With any one of these abilities needs to go power in speech, which is all too frequently neglected as an aim of college education.

Discussion was postponed until after the opening of the next topic.

III. What the Student has a Right to Expect of her College.

Opened by Dean Templin, Lindenwood College.

Colleges should build physical, intellectual, and moral muscle. They are most successful in the physical, least in the intellectual. Diversions are too many. A student is too likely to take easy courses, which will not interfere with his other activities. There is danger that foundation courses be slighted. Training at home is often inadequate, and the student comes to college without

the right attitude. In moral development, the student should gain a sense of his obligation to the state; college should reach the minority who are capable of leading and should train them for responsible, progressive leadership. Student organizations such as the Self-government Association, and the Young Women's Christian Association help in developing democratic leadership. But most important is the personal contact of students with a faculty that sees the unrealized possibilities in men.

Discussion of the two topics followed.

Prof. Rogers of Goucher expressed the opinion that the first thing which college needs to do is to teach students how to study. Such a course is given to students in the Commerce Course of the University of Chicago. Young people entering college often lack both ideals and habits of study.

Prof. Young of Cincinnati suggested as one method of training in thinking, practice in following and reproducing the clear and continuous rational processes in other men's well-knit arguments.

Prof. Peixotto, of the University of California, offered a crumb of comfort to the self-critical professorial spirit: The war has shown that college trained people have adaptability and the power to handle men. A question from Dean Nardin of the University of Wisconsin brought out the statement that this power to manage men has been shown by many young men who had not gained it in college by managing student organizations, and who must have derived it from other elements in college life than the student affairs which sometimes receive undue emphasis as training schools for leaders.

IV. Are there definite means of Stimulating Intellectual Curiosity or Taste for the Legitimate in Drama or Literature?

Dean Nardin, of the University of Wisconsin, prefaced her brief remarks with the statement that she relied on the discussion to offer definite suggestions of means which she could not give. The desired thing is to have the student go out of a

college with an unquenchable amateur spirit for the high things of life. This is not a matter of machinery, but of the spirit which faculty and students possess. The professor is all too often sadly lacking in the power to kindle a love for the intellectual life. He is too often a product of the mistaken way of preparing men for college faculties. His thesis explains him. He has done a piece of work with extraordinary care for his doctorate. Without regard for his disinclination to teach and his slender equipment for inspiring intellectual leadership, he becomes a member of a college faculty. Some colleagues confirm his impatience of his teaching; they too regard it as no better than a necessary evil. Research bought at the price of perfunctory teaching deadens the college. Candidates for graduate study who look toward teaching should be humanized.

The excessive use of the lecture system works against intellectual eagerness on the part of students. The belestured student comes to prefer to sit down in the too well organized world of the lecture; his unwillingness to put forth the greater effort needed in discussion course may express itself as undeserved criticism of the latter courses as too little organized.

Discussion was postponed until after the next topic, closely related.

V. What Constitutes Good Collegiate Teaching?

Opened by Prof. Lois K. M. Rosenberry
University of Wisconsin.

In introduction, Prof. Rosenberry called attention to the demonstration that war had furnished of the value of extra curricular activities and also of the worth of a rather intangible something which the student catches in the atmosphere of college.

Good teaching for freshmen teaches them to think, and not to memorize. They should receive instruction from masters of the art, who achieve simplicity and absolute clarity; not from instructors, fellows, or assistants.

The worst teaching is that done in the department of English. Lectures should not be too many, and they should be for interpretation, not for information. The lectures should be kept fresh. Lectures should be supplemented by small groups for quiz and by conferences with the individual student on some material which he has prepared, in which conferences his faulty mode and form are corrected. The instructional staff for freshmen should have personality and character.

The elimination of the weakest freshmen clears the field for more vigorous sophomore work. More thinking should be required. The problem of the student's indifference to required work still remains in the sophomore year.

But with the upper-classmen it has disappeared. The chosen major interests the student. Furthermore, he has now reached the place where he feels the urge to thoroughness which comes from his seeing the significance of a course as preparation for graduate or professional study, or as a permanent resource. Inter-relation of subjects should be worked out for the last two years. The relation of the subject to human life should be emphasized. Prof. Rosenberry protested against the cloisteredness of some colleges.

Summing up, she urged that the college teachers vitalize their subject and themselves and make it seem real.

In the brief time remaining for discussion, Miss Ellery of Vassar urged the value of oral reports. Such reports should be made a fine art. She told of the successful device, for which she said she was indebted to Prof. Rosenberry, of dividing a class in history into pagans and Christians in order to stimulate oral persuasion.

Prof. Millard of Grinnell, spoke of the importance of developing the creative faculty in students.

In the last minutes of the session, Mrs. C. W. Greene of Columbia, Missouri, who, as the mother of a daughter ready for college next year, was visiting the conference, asked an explanation of the surprising

result of letters sent to close friends in four Eastern colleges asking whether she could find in that particular institution the things she wanted college to secure for her daughter: training to fit her for making a good American home; social poise; development of such powers of leadership as she may possess; vision of fit uses for that leadership; association with strong faculty women. Every woman had refused to recommend her own institution. Room was arranged for Mrs. Greene's question in the afternoon conference, but she was unable to attend, and it was not discussed. Does her experience indicate that college faculties are smitten with unusually serious distrust of their processes and products? Or is it only one more proof that college faculties are always a self-critical breed?

F. LOUISE NARDIN, Secretary.

THE JOINT CONFERENCE OF TRUSTEES, DEANS,
AND PROFESSORS.

On Tuesday, April 1, a joint conference of trustees, deans and professors was held from 2 to 4:30, President Ellen F. Pendleton of Wellesley presiding.

Professor Jessica B. Peixotto of the University of California addressed the meeting on "Academic Methods as Tested by the Work of College Graduates in War and Reconstruction." Miss Peixotto prefaced her remarks by noting that the theory that accuracy was necessary in order to gain worthy results must be violated in this case since impressions only had force in the conclusions drawn. She said that "academics," so constantly satirized, seemed to have met the demands of war-time. The call to war service had found a large percentage of faculty members eager and ready to respond. The war brought to Washington two new types of public servants,—the "highbrow" and the "big business" man. Whether a classicist or a scientist, the academic "expert" seems to have lived down his reputation for disserviceability; he has made good.

If, in his war service, the college professor gave generously, he has also received.

Daily he has learned the difference between formulating an ideal and applying it. Every day events have checked up his theories. Of most importance now is the question, what will he do with this war experiment? What effect will it have on academic method? The war period and what is following has certainly taught professor and student alike the quickening discipline of adding practical duties to the tasks of instruction. Some way must be found by which professor and student may live while they also learn from the research and from books the registered experience of others. The mediaeval idea of universities as places to withdraw from a world empty of information to contemplate the "light within," now gives place to the opinion that universities are centres to gather facts,—facts about human affairs to be collected as sedulously as facts about earth, sea and sky. To study from books is idleness unless life dictates the scale of values with which the round of learning is approached. The striking dangers of the teaching profession are dogmatism, pedantry, loquacity. To avoid these, professors should indulge sparingly in lectures, should check their pronouncements on world questions by some personal and day-to-day adventure in world improvement—should work with students, not over them. To do this, the instructor must teach fewer hours. He must also receive pay enough to enable him to live a little more as the world in general lives. An unemancipated pedant has never been an effective teacher.

Given teachers with free hours for contact, the problem of how best to help the student will be far less difficult. A teacher with steady vision derived from a world of books and men can be counted upon to point the way to abolish the present abuses of coddling students, doling out predigested facts to them, forming them and marking them rather than working with them and learning with them; ruling them in a series of little autocracies called classes rather than organizing them into a company of scholars learning from the past how to go into the future.

Dean Gildersleeve of Barnard raised the question as to whether Dr. Peixotto believed that research was valuable only when it looked toward a definite purpose. Dr. Peixotto implied that research for research's sake should not be overprized. President Pendleton of Wellesley noted that it was impossible to know what lines of research would lead to practical results and illustrated by the example of the good that had been done by investigation of currents at the bottom of the North Sea, a work which was done before the war was declared, and which at that time had no definite practical purpose, but which has since been of immense practical value. The general sense of the discussion which followed indicated that pure research was valuable, although it should preferably be restricted to a special few.

Miss Elizabeth K. Adams of the United States Employment Service addressed the convention on "Salaries and Tenure of Professors." She spoke of the enriching contribution of professors who had been in war service, but said it had been questioned whether the bold spirits would return to their college duties, and whether the college for the next few years would not come to be a refuge of timid souls. A careful study of the financial side of the teaching profession was emphasized. The purchasing power of money is at present exceedingly low, and while wages in manual labor have gone up, the salaries of teachers have hardly changed. Miss Adams said that the members of the faculty are frequently divided into five classes: (1) assistants, (2) instructors, (3) assistant professors, (4) associate professors, (5) full professors. Assistantships and assistant professorships, she believes, should compose a trial rank for testing the value of the individual rather than for continued service. An assistant, if he proved worthy, would become an instructor, and an assistant professor after he had proved his equipment would become an associate professor. The position of instructors and of associate professors and of full professors should be

fairly permanent. Assistants and assistant professors might be considered as belonging to an apprentice group and would be tested by their services in these offices, while other positions would indicate a rank of tested value. A conservative salary rating was suggested: 1. Minimum wage for anybody in the apprentice group from \$1,000 to \$1,200. Normally no one should remain in such a group more than two years. 2. Instructors should receive from \$1,200 to \$1,800. The gap in government salaries seems to be at \$1,000. 3. The assistant professor who is also in a sense an apprentice should have a salary of from \$1,800 to \$2,200. Any apprentice arrangement should not last over three years. 4. The associate professor carries the bulk of teaching. He must be as fully equipped as a full professor. His salary should be from \$2,200 to \$3,000. 5. The full professor should be a man or woman of recognition, of distinguished ability and scholarship. His salary should be from \$3,000 up.

Next Dr. Martha Tracy of the Woman's Medical School of Pennsylvania spoke on pre-medical courses. She called attention to the need of more women in the medical profession and appealed for fuller understanding of entrance requirements to the medical schools. The medical curricula are laid out by the state and the state demands that the student have two years of college work in certain definite subjects. Even certain high school training in specified subjects is required. If broader publicity could call the attention of girls to these prerequisites without doubt more would study medicine. Further, an arrangement could be made by which both academic and medical degrees could be secured in seven years of specific training. If there were co-operation between the colleges for women and the medical school, the Bachelor's degree might be given at the end of the first year of medical work, thus saving a year.

Professor Kingsbury of Bryn Mawr spoke next on pre-professional work in Social Economy. She stated that an undergradu-

ate course in social theory was useful and that economic theory, political theory, and general psychology should always be given as elementary subjects. Advanced undergraduate work in psychology, in economics, or biology and physiology should always be done before signing up for graduate courses in charities or corrections. Observation in courts and all active agencies helps vitalize and make practical the work in undergraduate courses. These practical connections do not imply that theory is not needed and not studied.

Miss Kirkbride at this point presented a resolution recommending the consideration of a united drive to secure an endowment of a hundred million to be distributed among the privately supported women's colleges of the Association of Collegiate Alumnae, as a permanent endowment to increase the salaries of the professors. Miss Kingsbury spoke in favor of the plan of raising such a budget and believed that Miss Adams' estimate of adequate salary for teachers had been too low. President Sabin of Milwaukee-Downer also spoke in favor of the resolution and moved its adoption. Miss Kirkbride seconded it. Dean Gildersleeve and Professor Cutler noted that if such a budget were created, it would naturally strengthen women's position in co-educational schools. The resolution was adopted. A few minutes were left for discussion. This was chiefly in relation to Miss Adams' talk and on the amount of work which should be demanded of professors.

EVA JOHNSTON, Acting Secretary.

CONFERENCE ON SALARY ENDOWMENT.

On the recommendation of the joint conference of women trustees, deans and professors, the Association of Collegiate Alumnae voted to appoint a committee to consider a united drive for at least one

hundred million dollars for salary endowment for privately supported women's colleges. The committee appointed consists of Miss Elizabeth Forrest Johnson, Miss Marion Reilly, and Miss Elizabeth Butler Kirkbride, chairman.

At the request of this committee a conference of representatives of five women's colleges was called by President Pendleton in Boston on June 27, 1919. Bryn Mawr was represented by Mrs. Richard S. Francis and Miss Elizabeth B. Kirkbride; Mt. Holyoke, by Dean Purington; Smith, by President Neilson; Vassar, by President MacCracken; Wellesley, by President Pendleton.

At this conference the following resolutions were adopted:

1. **RESOLVED** that in the opinion of this conference a joint drive for the collection of funds is not feasible at present.

2. **RESOLVED** that it is the sense of this conference that it is highly desirable that a joint effort be made to acquaint the public more fully with the achievements and claims of the American women's colleges and their graduates, and that to this end a joint effort is recommended, with a central office for the direction and management of all forms of publicity.

3. **RESOLVED** that this co-operation be obtained by the appointment of a committee of three from each of the colleges included. It is suggested that the three representatives might be chosen from the trustees, faculty, and alumnae of each college.

4. **RESOLVED** that the following colleges be asked to send their representatives to a meeting to be held in Boston on October 9, or October 10, 1919: Barnard, Bryn Mawr, Goucher, Mt. Holyoke, Radcliffe, Smith, Vassar, Wellesley, and the Women's College of Brown University.

REPORT OF CONFERENCE OF AFFILIATED ALUMNAE ASSOCIATIONS

Chairman—Mrs. Harriet Hinchcliff Coverdale, President of the Wellesley College Alumnae Association.

The Conference of Alumnae Associations and Groups affiliated with the Association of Collegiate Alumnae was held at the Planter's Hotel, Saint Louis, Missouri, April 2, 1919. The following colleges were represented: Bryn Mawr, Goucher, Michigan, Mills, Radcliffe, Smith, Trinity, Wells, Wellesley. There were present as guests alumnae from the Universities of California, Indiana, Minnesota, Nebraska and Washington University, and from Vassar College.

The minutes of the Conference held in April, 1917 were read and approved.

It was moved and carried that a committee of three be appointed by the Chair to nominate the chairman for the next conference. The Chair appointed Mrs. F. G. Francis, Bryn Mawr, Mrs. G. A. Solter, Goucher, and Mrs. M. B. Jordan, Michigan.

A program, consisting of topics suggested by the presidents of the alumnae associations and sent in advance to councilors and delegates, was presented by the Chairman and adopted as the order of business. The topics for discussion were taken up as follows:

1. The Alumnae Association.

This topic was discussed from the point of view of membership, the proportion of the alumnae and non-graduates who are life members or annual members, and the methods of increasing membership.

Bryn Mawr stated that all but six per cent of their alumnae belong to the association. Annual dues are \$1.50, and life-membership \$30, both including subscription to the Quarterly. If dues are not paid for four years, the last bill is sent registered, and then the member is dropped, no further bills being sent. The president of the alumnae association addresses the senior class, to arouse their interest, and dues are collected by a member of the class shortly before graduation.

Goucher stated that non-graduates are not eligible to membership in their alumnae association and that about fifty per cent of the graduates pay their dues. The president addresses the seniors, and a mid-winter tea and conference for undergraduates is given to interest them in the association.

Radcliffe gave 1384 as the number of members in their alumnae association, ten per cent of which are life members. There are no associate members. The association gives a tea to the seniors and invites them to join. Membership lists carry the names of those who are two years in arrears for dues.

Smith has 7344 graduates in the classes from 1879 through 1918. 886, or twelve per cent of these are life members. 4779, or sixty-five per cent are annual members, making a total of seventy-seven per cent of both classes of membership. Bills are sent out three times a year to all members who owe dues. Members are carried until they owe \$3.00. Then after one or two very persuasive notices they are dropped from membership. They may resume membership at any time on payment of the annual fee.

Wells stated that fifty per cent of those eligible are annual members. As a rule, almost all of the seniors join the association. Names are kept on the books for three years after failure to pay dues.

Michigan has found their magazine, *The Michigan Alumnus*, to be the most important factor in arousing and holding the interest of the alumnae. A luncheon is given the senior class by the alumnae, this social affair being the only other attempt to arouse interest in the association. Annual dues and life-membership, which is \$35, includes subscription to the magazine.

Wellesley stated that twenty-five per cent of their alumnae are life members and thirty per cent annual members. At the last class meeting the seniors are addressed by Alumnae with a view to informing them in regard to the association. Campaigns for life-memberships have been carried out in connection with each Liberty Loan and the subscriptions thus obtained have been in-

vested in Liberty Bonds. Names of alumnae not paying dues are kept on the books for two years. Members are reinstated only upon payment of amount due at the time they were dropped from membership.

2. The Graduate Council.

This topic was discussed as to form of organization, objects for which it is working, and work accomplished. It was found that only Goucher, Smith, Wells, and Wellesley have such organizations. Organization was identical except that Smith does not have faculty members on the council, and the faculty members on the Goucher council have advisory powers and no vote. All are working towards organizing alumnae in the active service of their respective colleges; are acting as mediums for securing and disseminating accurate information concerning the colleges, and are indicating and undertaking lines of alumnae service. The general opinion was that the councils are of very great value.

3. The Alumnae Publications.

This topic was introduced in order to learn which alumnae associations have their own official publications, and how they are financed. Bryn Mawr, Radcliffe, Smith and Wellesley support Quarterlies. These are financed almost entirely by alumnae subscriptions. Advertising is not extensive and is difficult to get. The subscription price is \$1.00 with one exception that Bryn Mawr includes her Quarterly in alumnae dues of \$1.50. This has proved unsatisfactory, and a raise of dues is contemplated.

At this point, the conference invited Mrs. Gertrude Martin to speak on the possibility of combining the alumnae publications for advertising purposes. Mrs. Martin outlined the plan of the "Alumni Magazines, Associated" and suggested a similar combination of the alumnae publications. If the circulations of the Quarterlies were pooled and the advertising space sold as a unit by an advertising agency, the individual publications could still solicit individual advertising, and the publications could expect to gain a substantial income from advertising.

A motion was made and seconded, that Miss Elsa Hasbrouck, 2414 Creston Avenue, New York, Advertising Manager of the Vassar Quarterly, be asked to act as our representative to work out a plan of combining the advertising of the alumnae publications. The motion was put to vote and carried. The delegates present were urged to write to the business managers of their respective magazines outlining the plan and asking that necessary data be sent Miss Hasbrouck.

4. The local Organization.

Local organizations fall into two groups according to whether they are organized by the alumnae association through the Graduate Council for the purpose of advancing the interests of the college, or are purely social groups not in touch with the alumnae association. Dues range from 25¢ to \$3.00 a year. Where the club is an active, working part of the association with a constitution approved by the council, it bears a share of the council expenses, collects dues for the association, and in one case, that of Goucher, membership in the alumnae association is required before the alumna can become a member of the club.

5. Should Alumnae Associations work for other than college interests?

This question brought forth much discussion and it was found that all the associations were doing war work. It was agreed that such work, whether here or abroad, should be continued until no longer needed. It was the opinion of the delegates present that, with the exception of war work, alumnae associations should confine their work as closely as possible to furthering the interests of the college.

6. Form of Organization used in raising money for College Endowment.

Funds for endowment are raised by alumnae associations through campaigns for subscriptions. Mills inaugurated a Liberty Loan campaign for an Endowment Fund. Bryn Mawr's Finance Committee has collected Thrift Stamps and Liberty Bonds. Vassar put its recent campaign in the hands

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Journal of the Association of Collegiate Alumnae

VOLUME XIII—Nos. 5 & 6

MARCH AND APRIL 1920

EDITORIAL

Enthusiastic letters from the members of the National Club who have gone to Washington and enjoyed the privileges of the Club House continue to reach the secretary's desk. "Why, I saved on this one visit a good deal more than my membership fee," writes one member in a tone of pleased surprise; "and the place is *charming!*"

The testimonials pile up and yet the non-resident membership campaign lags. If the project is to be a success, not only financially but as a national and international undertaking of the whole Association, we must have a much larger number of non-resident members. The successful launching of the Club has been in very large measure due to the interest and efforts of a comparatively small number of individuals, many of whom were not previously members of the Association. Had we had to await the slow response of our own members it is much to be feared that the whole project would have "died a-borning;" and yet the Association gets the credit and profits by the prestige which the Club brings.

Some branches, however, and some individuals have done splendid work. The Kansas City branch unquestionably carries off the honors for activity in the membership campaign. The following report has come in:

"Non-resident membership in the Washington Club is becoming a talking point in the Kansas City Branch, which numbers three hundred and forty members. The subject has been presented at three general

meetings by the national membership chairman, the national finance chairman, and the local membership chairman, with a generous distribution of circulars and clippings. A more intensive presentation of the subject has been given at two special meetings of the Club House membership committee of the Branch, which consists of forty members, representing forty colleges. The Kansas City Star has presented the subject to the public twice, once with an excellent illustration of the Club House. The Smith Club and the Wellesley Club have heard an address about the Club House at their separate meetings.

"It is the duty of each one of the forty members of the membership committee not only to see personally every one from her college in the Branch but to write to her college registrar for a list of all women eligible throughout this part of the country. The Kansas University member is going to Lawrence to talk up the subject there; the Missouri University member is writing to the small towns hereabout. One of our slogans is 'Join the Club yourself and get another member outside the Branch.'

"Another way that eligible women are being reached is through the Pan-Hellenic Association. Two of its officers are on the membership committee and are introducing the Club House through the fourteen sororities represented in the Pan-Hellenic Association.

"As a result non-resident memberships are beginning to come in. The Knox and Bryn Mawr members of the Branch have joined one hundred per cent; and others from Vassar, Wellesley, Smith, Kansas, Michigan,

Oberlin, Trinity, and Wells have also joined. But this is merely a first installment. We hope to add materially to this serial in a later News Letter."

If we could get such work as that from every branch—yes, from half the branches—in the Association we should soon roll up a non-resident membership that would assure the permanent success of the undertaking. Every member of the Association has received the special Club House Bulletin, containing the membership application blank. Won't you either fill it out yourself and send it in to the Treasurer with your five dollars or get someone else to use it?

Those who were present at the meeting of the Council in Cleveland will remember **The Society for American Fellowship in French Universities** that it was reported there that a rumor was abroad that the Society for American Fellowships in French Universities, which awards each year a considerable number of the most desirable fellowships available in this country, had decided to exclude women from consideration in making its awards. The Council directed the chairman of our Committee on Fellowships to make inquiry of the Secretary of the Society as to the authenticity of this report and ordered that a protest be sent to the Society if it should be found that such a policy had been adopted.

In reply to an inquiry on the subject the Secretary of the Society wrote as follows:

"I am glad to say that the Society for American Fellowships in French Universities has no intention of barring women from candidacy for its fellowships. One woman was appointed in the first eight awards made last October, and two in the recent award of fifteen.

"The Society is uniting with the American Field Service and in the revised Announcement to be issued shortly it is stated that the fellowships are open "to competent graduates of universities." To this is added as a footnote the statement that

"There is not at present in existence a system of scholarships open for national

competition among men desiring to study in French Universities. Since a large number of fellowships are offered by the Association of Collegiate Alumnae, and since the French Government awards about thirty scholarships, administered by the Association of American Colleges, all of these available only for women, the preference in awarding the American Field Service Fellowships will, other things being equal, continue for some time to be given to men. It is hoped, however, as soon as funds are added for that special purpose, either by women's colleges or by others interested in the education of women, that the number of fellowships available for women will be increased."

"It is not, therefore, intended to exclude women. Up to the present the great majority of applications from women have been in the field of French, a few in history and economics, and none, so far as I recall, in the sciences."

In reply to this statement the chairman of our Committee on Fellowships wrote as follows:

"It seems to me that your statement in regard to the A. C. A. Fellowships in the footnote of your new Announcement may be misleading as to the number. If you consult our announcement you will see that the Alice Freeman Palmer Memorial Fellowship and the Sarah Berliner Research Fellowship are both for research and would not be awarded for study in a university, as the Ph. D. degree is required of candidates for these fellowships. We wish them to do independent research. To be sure this might be, and usually is, carried on in connection with the libraries or laboratories of educational institutions, but the purpose is not quite that of the fellowships of the Society for American Fellowships in French Universities.

"Our requirements for the Anna C. Brackett Memorial Fellowship and the Julia C. G. Piatt Memorial Fellowship are such that the holders would not be eligible for the Normal Schools in France. This cuts them out from study in France practically, since these are fellowships for teachers.

"The Gamma Phi Beta Social Service

Fellowship, awarded in alternate years, would not ordinarily be used in France, as the opportunities in this line there are not so well adapted for its purpose as at the London School of Economics, for example. I do not mean to imply that the fellow could not go to France, but she probably would not select that country.

"This leaves only two fellowships awarded by our Association—namely, the A. C. A. European Fellowship, and the Boston Alumnae Fellowship, usually awarded only every other year—that would be available for study in French universities and that would be similar in effect to those offered by your Society. This means, as the matter stands now, at the most only two women could do graduate work in the French Universities holding our fellowships. The Woman's Education Association Fellowship might be available according to the terms of their announcement. Further these are for only \$750, \$500, and \$500 respectively."

As for the fellowships and scholarships offered by the French Government to American women, none of them is for study in the French universities. For the year 1920-21 there are offered four fellowships in the École Normale Supérieure de Sèvres; three scholarships at the École Normale de St. Germain-en-Laye; and nineteen scholarships at lycées in Paris, Caen, and Tours. It should be noted that the nineteen lycée scholarships are for undergraduate study and the other seven are for teachers.

In closing her letter to the secretary of the Society Miss Maltby writes: "May I state that I sympathize entirely with your wish to open you fellowships to students who wish training in other fields than the modern languages. While we need better teachers of French in America, yet it would be most unfortunate for the purposes of your fellowships to award largely in the line of preparation for teaching French. Our Committee on Fellowships has also been very conservative about this matter. So until women apply, offering as their major subjects sciences and other difficult subjects, I quite approve of your declining to award them

fellowships. But when they do, and if they are well qualified in a difficult field, please do not turn a deaf ear to them."

Following this correspondence between Miss Maltby and Dr. Kandel, the Secretary of the Society, the executive secretary of our Association wrote to Dr. Kandel, saying that the Council had asked that a protest be sent against any arbitrary exclusion of women and added:

"Our Association does not ask for any stated division of these awards between men and women; it only asks that in general, awards be made on the basis of academic and personal qualifications of the applicants, regardless of sex. The Association might even be willing to admit that the Society might on occasion be justified in awarding a fellowship in a certain department to a man rather than a woman, even though his academic qualifications might be somewhat inferior to hers, on the ground that under existing social conditions he would be able to make a more widely known use of his knowledge; but it does not believe that in the long run the purposes for which these fellowships were created will be really furthered by an arbitrary exclusion of women from their benefits.

"The chairman of our Committee on Fellowships has sent me a copy of your reply to an inquiry from one of our large universities saying that your society has had no intention of barring women from candidacy and quoting the statement of policy to be issued shortly in your revised Announcement. While you are mistaken, as our chairman has already pointed out, in supposing that our fellowships and the French scholarships available for women already provide for them an opportunity comparable to that provided by your fellowships and therefore constitute a valid reason for giving the preference to men in making your awards, we are relieved to learn that there is no intention of arbitrarily excluding women merely on the ground of sex."

To this the Secretary replied: "I was glad to gather from the last paragraph of your letter that you now understand that

there is to be no sex discrimination in the award of the American Field Service Fellowships for French Universities, the new name of the organization. Since writing my letter to Miss Maltby, I have seen M. Champenois and Professor Cunliffe and we hope to devise some method of cooperation in making the awards."

So the matter stands.

How many of our branches are cooperating with the American Library Association

The A. L. A. and its enlarged program in its enlarged post-war program? The appeal of its work during the great struggle reached many of

us and some of our branches cooperated extensively and most effectively. To have distributed more than seven million books to the men in uniform; to have supplied with books the discharged soldiers, sailors, and marines in the Public Health Service hospitals; to have attended to the book wants of the coast guards and the lighthouse keepers; to have provided reading matter of various kinds for the discharged soldiers through a "by-mail" service for those who do not have access to libraries; and to have increased the supply of books for blinded soldiers—that is a record to be proud of: but the work which the Association proposes under its post-war program is no less worth while and no less urgently needed.

The program calls for a fund of two million dollars which is to be so apportioned as to carry on the work for three years. There will be no intensive drive or "passing of the hat" to procure this sum. It will be raised by libraries and library trustees from the friends of libraries. When it is raised it will be used to make life richer and more meaningful for many.

Part of it will go to bring, in their own languages, to some at least of the six million new Americans who cannot read English, as many as possible of the best books treating of American ideals, aims, and traditions, in order that they may from the outset of their residence here have an opportunity of understanding the real America. Part of it

will go toward securing the establishment in industrial plants, factories, and large commercial establishments throughout the country of technical libraries, in order that the employees may be given every opportunity and encouragement to increase their efficiency. Part of it will be used in the endeavor to induce every state in the Union to enact a county library law, so that dwellers in even the most sparsely settled rural community can obtain good books at frequent intervals. Although the tax for this service is small, usually not more than one mill, only one fifth of the counties in the United States have within their borders any library of five thousand volumes or more, and more than sixty millions of our people are without access to good books. Finally, part of it—let us hope no small part of it—will go toward greatly increasing the supply of books in the Standard Braille type for the seventy-five thousand blind persons in the United States.

What is your community doing and what can you do to help? Ask your local librarian.

May we suggest a bargain sale of life memberships. Even college women are human enough to love a bargain.

Life Membership As you will see when the minutes of the Cleveland meeting are published in the next issue, an amendment is proposed for the next convention increasing the life membership to fifty dollars. While it may not reach that sum when the convention comes to deal with the amendment, it is practically certain that the cost of life memberships will be increased. Now is a good time to buy. A word to the wise is sufficient.

And while we are dealing with this subject of membership, may we make another suggestion. We believe that all of our branches could conduct a spring and summer membership campaign with advantage to the branch and to the Association as a whole. We are disposed to forget that our fiscal year begins with

Spring Membership Campaign

the first of June because in nearly all cases the branch activity ceases about that time and does not revive until October or November. Two of our Kansas branches have written, however, that their meetings are to go on during the summer and one of our California branches always holds a picnic—a very important occasion—sometime during the summer. We believe that practically all of our branches could do a great service to the Association and incidentally to them-

selves, if they would undertake to find all the new graduates who will soon be returning from the colleges, hold at least one summer meeting—probably entirely social in character—especially for them, and get them to join the Association at once, either as a member of the branch or, if they do not expect to be at home in the fall as a general member. In that way much could be done to turn this stream of youthful energy at once into the work of the Association.

A STUDY OF FAMILIES IN THREE GENERATIONS

A Report of an Investigation Carried on Under the Direction of Amy Hewes,
Professor of Economics, Mt. Holyoke College

In recent literature on the population of the United States the failure of the native American stock to maintain itself is despairingly described. The statistics are said to be an "indictment against the morals of Americans of today," who it is claimed, exemplify the Malthusian doctrine in an even more sorry spectacle than is exhibited in France. The native stock "is rapidly dwindling to mere nothingness while the triumphant immigrants are submerging it by sheer force of their greater virility as revealed by their much higher birth rates.*

The families of undergraduates at Mount Holyoke College are representatives of native American stock. A recent study of the nativity of students shows less than one per cent foreign born, and 82 per cent native born of native parents. They represent, moreover, the educated classes whose leadership is threatened in a country where the population has on the average, attended school for only six years,** and where 25 per cent of the emergency army of over 4,000,000 were found to be illiterate.***

It is believed that a study of the families of these students yields some fair indication as to the extent to which this native

white educated strand in the population is in fact thinning out, and affords a basis for conjecture as to its numerical importance in the future. Accordingly, in the autumn of 1919 such an inquiry was undertaken by the students in the course in statistics at Mount Holyoke College.

Figure 1

Average Size of Families in Three Generations According to Number of Children.

Average no.

* *Decadence of the Native American Stock*, by Frederick S. Crum, Publications of the American Statistical Association, Vol. 14, p. 220.

** U. S. Commissioner of Education, Report 1916, Vol. II, p. 6, Table 4.

*** From figures compiled by the statistics branch of the General Staff, quoted in the N. Y. World, Dec. 9, 1918.

Student's Mother's Grandmother's
Generation Generation Generation

The entire student body was interviewed to secure information regarding the size and composition of the families of which the students are representatives in the present generation. The students were asked to secure confirmation by the families at home of data regarding number and sex of all children of their own mothers, of their grandmothers, and of their great grandmothers on the maternal side. Information sufficient for tabulation in one or all of the points covered by the inquiry was secured from 750 students. In a comparison of the size of families in three generations, those schedules which showed that the mother had not yet reached the age of 45 were omitted in order that completed families might be compared. The total for this tabulation finally comprised 620 families in each generation.

The group selected was confined to the maternal line in the second and third generations in order to secure comparable material. In as much as women students were the basis of selection in the present generation, families composed solely of boys and childless unions were excluded. By confining the study to one line, the same number of families was obtained in each generation.

The following schedule was used:

SIZE OF FAMILIES

Name.....Date of birth.....Class.....
Place of birth.....

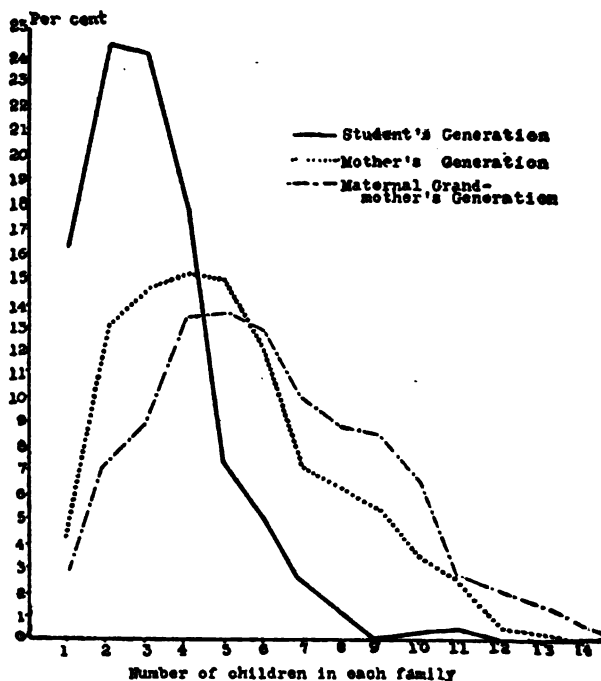
		Student's Generation	Mother's Generation	Maternal Grandmother's Generation
Number of Children	Girls
	Boys
	Total

Age of mother at marriage.....
Did mother attend college?.....
Name of Mother's college.....
Did mother graduate?.....
Economics & Sociology, Course 19, Mount Holyoke College, Nov. 1919

No table is presented for the college attendance of the mothers on account of the difficulty of ascertaining the collegiate rank of the institutions attended by the mothers at the time when they were students. The far smaller opportunities for college education

for women a generation ago probably account for the small proportion (10 per cent)

Figure II
Percentages of 620 Families in Three Generations
According to Number of Children



of mothers for whom college education was recorded.

The decrease in the average size of families is graphically shown in Figure I. The average family of the grandmothers generation is 6.19, of the mother's 5.09, and

of the student's own 3.15. The decrease between the two younger generations is notably greater than that between the mother's and the grandmother's. If a similar decrease should take place for another two

generations, the average number of children would be less than one!

Table I and Fig. II show a marked difference in the character of the distribution in the student's generation as contrasted with

TABLE I
COMPARISON OF SIZE OF 620 FAMILIES IN THREE GENERATIONS

Number of Children in each Family	Student's Generation		Mother's Generation		Maternal Grand-Mother's Generation	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
1	99	16.0	27	4.4	16	2.6
2	152	24.5	80	12.9	44	7.1
3	150	24.2	90	14.5	55	8.9
4	113	18.2	94	15.2	83	13.4
5	46	7.4	92	14.8	84	13.5
6	32	5.2	74	11.9	79	12.7
7	15	2.4	45	7.3	62	10.0
8	7	1.1	39	6.3	55	8.9
9	—	—	34	5.5	53	8.5
10	2	.3	22	3.5	42	6.8
11	3	.5	16	2.6	17	2.7
12	1	.2	4	.6	14	2.3
13	—	—	2	.3	10	1.6
14	—	—	—	—	5	.8
15	—	—	1	.2	1	.2

TABLE II
AVERAGE NUMBER OF CHILDREN PER MOTHER ACCORDING TO AGE OF MOTHER AT MARRIAGE

Age of Mother at Marriage	Number of Mothers	Number of Children	Average Number of children per mother
Total	634	2001	3.17
20 and under	55	231	4.20
21	42	132	3.14
22	47	144	3.06
23	75	263	3.50
24	79	271	3.43
25	70	227	3.24
26	73	199	2.72
27	49	140	2.85
28	51	140	2.75
29	33	94	2.85
30	22	60	2.72
31	2	5	2.50
32	12	39	3.25
33	7	20	2.85
34	5	16	3.20
35	3	6	2.00
36	4	8	2.00
37	2	3	1.50
38	—	—	—
39	—	—	—
40 and over	3	3	1.00

the two older ones with greater dispersion. In the student's generation nearly half (48.7 per cent) had either two or three children. The families of each of these groups predominated to a greater extent in the student's generation (24.5 and 24.2 per cent) than the families of any size in either of the other two generations. The family which was most characteristic in the mother's generation was that of four children (15.2 per cent) and in the grandmother's that of five children (13.5 per cent). There were some large families in all generations but they predominated to a greater extent in the older generations, each of which had one family of 15 children, while the grandmother's generation had five with 14 children.

The tendency toward larger families in the cases of the mothers who married at earlier ages is shown in Table II. This tendency is clearly indicated by the fact that the mothers who married before reaching the age of 21 had the largest families (showing an average of 4.20 children) while the number of children per mother decreases at a fairly regular rate as the age of the mother at marriage advances.

TABLE III

Per cent of Classes 1911-1918 Married before 1920*

Class	Per cent Married	Number of years since graduation
1911	41.4	8
1912	38.0	7
1913	31.5	6
1914	28.5	5
1915	27.9	4
1916	18.8	3
1917	12.6	2
1918	5.9	1

A forecast of the size of families in the coming generation of children of college graduates must take into consideration the probable age of mothers at marriage. The average of the students included in the present study as computed for the date of their graduation is as follows:

Class	Age at graduation
1920	22.2
1921	22.1
1922	21.9
1923	21.9

Unless the interval between graduation and marriage is shorter in their cases than in those of graduates of recent years, as shown in Table V, seven-eighths of them will still be unmarried when the average age of the class reaches 24½, the average age at marriage of their mothers.

It should be noted that after the class of 1911 had been out of college for eight years less than half (41.4 per cent) of its members had married.

Summary and Conclusions

Unquestionably the marked tendency of the native population to smaller families in each succeeding generation is reflected in the group considered, even though the families studied included none without children. The average number of children in the families of the present generation was found to be slightly in excess of three (3.15) which is only a little more than half of the average number of children in the grandmother's generation (6.19).

The later marriages in the present generation may be expected to show the same tendency toward smaller families which such marriages have shown in other studies of this kind,* and which the later marriages in this study exhibit. The very slight tendency toward an earlier age at graduation, seen at present, may result in a correspondingly earlier average age at marriage than in the case of preceding classes, but probably not to a degree to affect in any appreciable way the average number of children.

It must be frankly admitted that the results of the study show that the college

*It has been contended by Dr. Mary Roberts Smith that the college woman postpones her marriage not only longer than did her mother, but also about two years longer than her non-college-going relatives and friends in her own generation. Dr. Smith made a study of two such groups and showed that in spite of the two years postponement, the college woman studied bore a slightly larger number of children in proportion to the number of years of married life. It is, therefore, not safe to assume that because of her deferred marriage the college woman will sacrifice to her ambitions her "unselfish acceptance of the duties of parenthood." Mary Roberts Smith, *Statistics of College and Non-College Women*, Publications of the American Statist. Ass., Vol. VII, pp. 9, 11.

*Data secured from unpublished records in the office of the Alumnae Secretary of Mount Holyoke College.

students of today come of an element of the population which is now reproducing itself very slowly. Any leadership which their offspring may attain through inherent qualities of the stock will necessarily be in the face of their own numerical inferiority.

The college women themselves do not appear to feel any particular responsibility for their group in the matter of larger families. It is doubtful whether many of them have given the matter serious consideration. An indication of the lessening interest in the line of descent which appears to accompany the decreasing size of families was noted in the slight information possessed by the students about the families of their own ancestors. In a surprising number of instances they did not know the number of their mother's brothers and sisters, and it was the exception when they were able to give without assistance from home the composition of the grandmother's family.

However effective a purely personal and patriotic appeal might be in awakening Americans of the older stock to a complete realization of the menace in the sharpness of the decline of its birth rate, such realization might do little to increase the size of families unless it brought into play the powerful factors in the economic conditions of the country, which are beyond individual control. France has recognized this by directing the new Council of Natality* to examine measures which may increase the birth rate and "protect large families" by a consideration not only of remedies of a "moral nature" but by giving attention also to those which are "national and economic." The different birth rates of England and France, for instance, have been largely explained by the different operation of the laws of succession which have made in the one case for the perpetuation of large estates, and in the other for the division of property in each generation. Similarly the steadily declining birth rate in this country is held to be not unconnected with the disappearance of free land and the effect of this on the standard of living possible.

To a very large extent it may be assumed

that the most general cause of late marriages and small families (even where the marriages are early) is to be found in the emphasis put upon a higher standard of living and the conditions which make increased effort necessary to realize it. Included in this higher standard of living is the cost of education itself. It is more customary than formerly to send children to college and to lengthen the period of study by a professional training. The program for shortening the college course by a year does not gain headway rapidly.

It is possible that the economic position of the married woman may change in such a way as to affect the size of the family. The standard of living may sometimes be maintained by use of the professional training of the woman for further income earning after marriage. Examination of the Alumnae records of colleges for women shows that instances of this are not as uncommon today as formerly. In spite of formidable opposition in social tradition the continuation of professional life by married women, at least on a part time basis, may be expected to occur more frequently as modern living arrangements make for the release of time formerly devoted to household cares. If the married college-bred woman of the future contributes her earnings to the support of the family as frequently as the wife of the wage earner of today, it is possible that her marriage may take place almost as early as that of the woman in industry and that she may have nearly as many children.

It should not be forgotten that differences in the rate of increase of the foreign and native stock become less as the standard of living of the former also rises. The considerations of social welfare which are basic in Americanization programs lead to measures which aim to hasten the adoption of higher standards by the alien. The very same considerations applied to the general population probably lead as directly to the encouragement of moderate sized families in which full educational opportunities and good living conditions for every child are possible, rather than larger families in which the opportunities are curtailed.

* Established as a division of the Ministry by a Decree of January 27, 1920.

OPPORTUNITIES AND SALARIES OF WOMEN IN THE TEACHING PROFESSION IN NEBRASKA

On the recommendation of the national organization of the Association of Collegiate Alumnae the Lincoln branch decided to investigate the opportunities for promotion and the salaries of women in the teaching profession in Nebraska. The members of the committee appointed to make this investigation were Mrs. Maurice Deutsch, chairman, Mrs. Ralph Moseley, Miss Mattie Cook Ellis, Miss Annetta Sprung, Mrs. George Abel. The committee decided on the following points as a basis of investigation: (1) How far women have succeeded in entering supervisory positions, (2) Number of women employed as compared with the number of men, (3) Salaries of women as compared with salaries of men, (4) Degrees held by women as compared with those held by men, (5) Opportunities for advancement, (6) Executive positions held by women, (7) Basis for promotion (as service, degrees, personal magnetism, success). The investigation covered the State University, Doane College and Nebraska Wesleyan University, three state normal schools, county superintendencies, twenty-six representative high schools, and six representative grade schools.

STATE UNIVERSITY

In the State University there are 272 men and 53 women on the instructional staff. Of the 93 holding the title of professor 6 are women. Thirty-five hundred dollars (first paid in 1919) has been the highest salary paid to women and \$2000 (first paid in 1919) the lowest, while \$4000 was the highest salary paid to men in 1919. Prior to April 1, 1920, the average salary of the women professors was \$2566, as compared with \$2652, the average of both men and women. Until 1919 the average salary of women was much lower, the minimum for the title of professor being \$1600.

Among the 49 associate professors there

are 11 women. Three thousand dollars has been the highest salary paid to women and \$1200 the lowest, while \$3200 has been the highest salary paid to men. The average salary of women has been \$1830 as compared to \$2007 the average of both men and women. It is interesting to note here that only one woman professor (and this not till 1919) has been receiving more than the men associate professors who received \$3000.

Of the 62 assistant professors, 12 are women. The highest salary paid to women has been \$2200 and the lowest \$900, while the highest salary paid to men has been \$2800. The average paid to women has been \$1333 compared to \$1778 the average paid to men and women.

Up to this time there has been no regular scale of increase in the salary schedule, and no established policy governing increases. Degrees or experience or publications seem to have played a very small part in determining salaries. The law of supply and demand seems to have been in some measure the determining factor. This may account for the comparatively high salaries paid in the college of agriculture.

There has been a tendency in the past five years to replace women on the faculty by men. In the years 1915-1916 there were 295 on the instructional staff of the faculty, 68 of whom were women. In the fall of 1919 there were 328 members of the faculty of whom only 53 were women. During the first semester 1919-1920 there were 1568 girls registered at the University. Since the State University is expected to afford to its young women opportunities at least approximately equal to those afforded to its young men, it would seem desirable to have more first class women instructors. Most of the young women students come from small towns. They have an infinite number of problems which the dean of women cannot be expected to handle alone. The cooperation of an adequate number of women in-

structors is needed if the interests of the girls are to be looked out for.

A new schedule of salaries went into effect April 1. This schedule more nearly equalizes the salaries paid to men and to women instructors. It does not, however, give much recognition to advanced work, or to advanced degrees. This new schedule makes the maximum salary of the 87 men professors \$4200 and the minimum \$2000. The maximum salary of the 6 women professors is \$4000 and the minimum \$3000. Among the 39 associate professors who are men the maximum salary is \$3500 and the minimum \$2000. The maximum salary of the 11 women holding this title is \$2500, and the minimum \$1700. The maximum salary of the 50 men holding the title of assistant professor is \$3000 and the minimum \$1600. The maximum salary of women assistant professors is \$2800 and the minimum is \$1300. It is noteworthy that the maximum salary of a woman assistant professor is higher than that of a woman associate professor!

It is expected that after September, 1920 no one will be made a full professor, at a salary less than \$3500, an associate professor at less than \$3000, or an assistant professor at less than \$2500. This naturally will work an injustice to some instructors who are paid far below these minima at present, unless some further adjustments are made in their salaries.

SMALLER COLLEGES

At the Nebraska Wesleyan University, University Place, there are 11 men and 10 women on the instructional staff. The highest salary paid to men is \$2200 and to women \$2100. The average salary for men is about \$1755, while that of women is \$1250. Eight of the men hold the M. A. degree, and three the A. B. degree. Four women hold the M. A. degree, and five the A. B. degree. It is expected that there will be an increase next year of \$300 for the men and \$200 for the women. Length of service, and degrees have not played an important part in fixing salaries. Personality

and general usefulness to the school, and research work have received some recognition.

At Doane College, Crete, Nebraska, there are six men and one woman who hold the title of professor, two men and five women instructors, three men and three women assistants. The average salary for women is \$1090, for men \$1625. One woman holds the degree of Ph. D., one M. A., and three A. B. Of the men, six hold the M. A. degree and two the A. B. degree. Promotion is reported to depend upon degrees, length of service, and successful work. It is said that "opportunities for advancement into administrative positions are open to men and women equally, with the natural exceptions and limitations resulting from sex."

NORMAL SCHOOLS

The normal schools of the state located at Chadron, Kearney, Peru, and Wayne are under the same board of management, so that the statistics from these schools have been combined, with exception of the Wayne Normal from which no report was received.

The total number of women instructors is 62 and of men instructors 38. The average salary for women is \$1677, and for men \$2533. Of the men instructors two have the Ph. D. degree, 9 the M. A. degree, 22 the A. B. degree. Of the women 8 have the M. A. degree and 36 the A. B. degree or its equivalent. Women have been advanced to executive positions in the same degree as men. In general it was found that there was no difference between the quality of the work done by the men and by the women. The basis of promotion has been "success" or "personal magnetism." Degrees or length of service have not been given much consideration.

COUNTY SUPERINTENDENTS

In this state there are 58 women who are county superintendents of education and 34 men. The highest salary paid a woman is \$2500 while the highest salary paid to a man is \$2400. The minimum woman's sal-

ary is \$720 and the minimum men's salary \$1300. The average salary for women is \$1677 and for men \$1986. It would seem that there is an opening for trained women in this work. The state laws, however, should require candidates for this position to hold at least a normal school certificate. At present there is almost no requirement as to professional training. The salaries should be made adequate and election to the position should be taken out of politics. There seems to be a promising field of work here for college women to open up.

HIGH SCHOOLS

Questionnaires were sent to 15 of the larger towns of the state in order to find out to what extent women are occupying administrative positions in high schools, how their salaries compare with those paid to men, and also how the salaries of women class room teachers compare with those of men teachers. Answers were received from the following towns: Holdrege, McCook, Nebraska City, Falls City, Columbus, Norfolk, Kearney, Hastings, Beatrice, Grand Island, Lincoln, Omaha. From these questionnaires it was found that the average salary for men principals, (excluding Lincoln and Omaha) is \$2037, for women \$1500, a difference of \$537. In twelve towns of smaller size—Alliance, Aurora, Auburn, Broken Bow, Chadron, North Platte, Seward, Superior, University Place, York, Scottsbluff,

Crete—six principalships are held by men and six by women. The average salary paid to men is \$1784, while that paid to women is \$1161, a difference of \$623. The average salary paid to men class room teachers in the larger towns is \$1460, and to women \$1140. That is, the women receive on an average \$320 less than the men. In Omaha it is reported that there is no difference between the salaries paid to men and to women. The maximum for next year will be \$2250 and the minimum \$1250. In Lincoln the average salary of the men teachers is \$1745 while that of the 66 women teachers is \$1200. There does not seem to be much difference in high schools between the degrees held by men and by women. All the principals in the larger towns hold the A. B. degree.

GRADE SCHOOLS

In dealing with the problem of the opportunities for women who teach in the grade schools of Nebraska a study was made of the school system of Omaha, Lincoln, Hastings, Beatrice, Fairbury, and University Place, on the assumption that these systems, arbitrarily chosen, would possibly represent types of schools similar in size, and would reflect correctly the conditions under which grade teachers, as a whole, work in this state.

The following table gives a comparison of salaries in the school systems mentioned above:

Town	Omaha	Lincoln	Hastings	Beatrice	Fairbury	Uni. Place
Population	250,000	\$5,000	15,000	10,000	8,000	4,500
No. of men	1 writing 1 phys. ed.	7 man. tr. 2 phys. ed.	3 man. tr. 2 phys. ed.		½ time man. tr.	5 part time man. tr. phys. ed.
No. of women	860	270	50	45	26	17
Highest salary	2500	1500	1600	927.50	812.50	855
Lowest salary	1000	1000	900	787.50	745	765
Average salary	1750	1250	1250	857.50	1000 prin. 778.75	810
Highest degrees held by women	15 B. A.	2 M. A. 40 B. A.	3 B. A.			4 B. A.

Generally speaking, there are no men teachers employed in grade work in the state. Women have a monopoly of the opportunities; they need not compete with men. The only opportunities for advancement open to grade teachers are that they may be made principals or supervisors.

The superintendents of two of the schools studied feel that the position of a grade teacher should carry such dignity and commensurate recompense that being a grade teacher should be a goal, an end in itself. A good second grade teacher for instance could, therefore, hope for advancement by being made a second grade teacher in a larger school. Two superintendents consider only the time element and the professional training of the teacher with the idea that her personality must be such as to merit her place on the staff. Four superintendents hold the teacher's individual qualifications to be most important, believing that a good teacher, no matter how long she has taught, may not be a good administrator. Her executive ability and efficiency as a teacher should be the criteria upon which promotion is based.

RECOMMENDATIONS

It has been the policy of the National Association of Collegiate Alumnae to use its influence to interest trained women in other professions than teaching. Since the present shortage of teachers has arisen, the question has been repeatedly asked, "Can the A. C. A. consistently continue its policy of urging trained women to take up other lines of work?" The present study of the salaries and opportunities for women in the teaching profession in Nebraska was made with the view of trying to answer this question. Women in secondary school work are everywhere humiliated by being accused of driving men from the teaching profession by underbidding them. Since the average salary paid to women is about \$500 less than that paid to men in the teaching profession in this state, the women seem to be confronted by the alternative of leaving the profession for some other line of work

where they will not "underbid," or of having "equal work, equal pay" legislation enacted. The Lincoln branch recommends to the national organization that it continue its policy of placing trained women in other professions—even in the face of the present crisis—believing that if women are to cease to underbid men, the law of supply and demand must make it necessary to give them equal pay for equal work. Otherwise the organization should recommend that the A. C. A. branches work for equal work, equal pay legislation in all states where there are no such laws.

The Lincoln branch of the A. C. A. also endorses the Smith-Towner bill, creating a federal secretary of education. It is believed that government aid is urgently needed in the present educational crisis.

The Lincoln branch also recommends that, in case women in this state are fully enfranchised, the university alumnae endeavor to secure two women members of the board of regents. Because of the large number of young women attending the State University, the presence of women on the board of regents is desirable, just as women are now generally recognized as necessary on city boards of education.

Finally, the Lincoln branch recommends that the A. C. A. make a special study of the county superintendents of Nebraska, with the view of seeking desirable legislation that will raise the educational qualifications necessary for the position, and the salaries attached thereto. County Superintendencies would afford additional administrative opportunities of a desirable character to the women in the teaching profession.

COLLEGE CATALOGUES WANTED FOR PERU

Trade Commissioner Carlton Jackson, at Lima, Peru, suggests that American universities and schools send catalogues to his office for the information of people in Peru who are interested in American educational work.

PLANS FOR COOPERATIVE SOCIAL RESEARCH

Professor Lucile Eaves, Simmons College

Co-operative, social-economic research, for which there is an imperative demand at the present time, and for which women with college training are peculiarly well-fitted, might well be adopted as the distinctive service of the Collegiate Alumnae. The war has disrupted our old social and economic conditions. In every civilized nation there is a restless conviction that great changes are impending, but the Russian method of transition to a new social order would bring hideous suffering to countries having a greater degree of urbanization and less experience with communal living. Evolution rather than revolution is their normal method of change. For over a century, Royal Commission of investigation have paved the way for important new legislation in Great Britain, and the enthusiasm with which American communities of all sizes and degrees of culture undertake "social surveys" indicates that we are equally disposed to diagnose carefully our social maladies before applying remedies. Such people will never climb over the starved and murdered bodies of fellow citizens to a new social order, but will remedy gradually their social injustice by intelligent legislation based on thorough knowledge.

The heavy expense of scientific research has led European scholars to turn in despair to the United States with the demand that our generously supported learned bodies take up the task of continuing the investigations necessary to human progress. Our National Research Council responded promptly to this demand and already substantial progress has been made in planning and financing research in the natural sciences. In the absence of adequate public support, it is proposed to organize in a more effective and economical way the scattered resources of our numerous institutions of higher learning. Many of them have fine laboratories fully equipped for the most technical forms of research, but for lack

of effective organization the work of their professors and students often fails to achieve substantial results. It is proposed to enlist these resources for voluntary co-operation in investigation of problems whose solution will protect life or promote industry.

Much greater difficulties must be overcome before an effective organization for promoting humanistic studies can be achieved. When carried on with paid assistance, the cost of such investigations climbs quickly to tens or even hundreds of thousands of dollars. Yet extensive field work, or observation of social phenomena as they develop under varying conditions of human living, is an indispensable part of social research. Even the great financial resources available in the United States are entirely inadequate to meet the present imperative need for this, the most expensive of all scientific activities, without an extensive use of voluntary assistance. Efforts are now being made to organize workers interested in the social sciences. Delegates from thirteen national societies met in Boston in September, 1919, and formed the "Council of Learned Societies Devoted to Humanistic Studies." This Council will elect the United States representatives in the recently organized *Union Academique*, which is an international group devoted to the promotion of research in the social sciences. Committees in the various national societies are now considering ways in which investigations undertaken by their members may be given greater scope and effectiveness.

The nation-wide co-operative investigations which will constitute an important part of the research activities of the American Sociological Society will offer the various local branches of the Collegiate Alumnae opportunities to make important contributions to the scientific research necessary for the solution of the social and economic problems of the present crisis. The plan of enlisting groups of students in many colleges in

the study of the same topic was proposed about seven years ago. The late Charles R. Henderson, who was the chairman of the research committee of the Sociological Society, corresponded with professors in a number of universities for the purpose of interesting them in a co-operative study. Prof. Henderson's failing health and untimely death cut short this interesting experiment. The present need for effective and economical plans for research has led to a revival of these earlier efforts to promote properly supervised local investigations, the results of which could be gathered into a final report dealing with conditions in many sections of the country, and supplying a sound foundation for constructive programs. The next issues of the *American Journal of Sociology* will give opportunities for a free discussion of the methods of enlisting the general directors, of selecting subjects, of distributing uniform questionnaires and of providing for the publication of the results of these co-operative investigations.

At the recent Chicago meeting of the Sociological Society, the present writer, who has been a member both of its earlier and of the more recently organized research committees, was authorized to try the experiment of conducting during the coming year a co-operative investigation of a subject to be selected in consultation with other members of the research committee. It was decided to enlist groups of college women in an investigation of the means by which self-supporting women may provide for their old age. This subject is of peculiar interest to women college graduates since about half of them do not marry, and the majority of those who remain unmarried are economically independent. While many contribute generously to the support of relatives older than themselves, there are but few who establish claims on the younger generation. The needs of old age must be met by the savings and investments of the working period. The business and professional woman with less training than the college graduate usually has a smaller earning capacity, with which she must supply the same

family and personal economic necessities. The need of giving careful consideration to plans by which women of superior training and earning capacity may provide for their old age is more urgent in European countries than in the United States, as the war has deprived many women of the assistance of their male relatives and swept away past accumulations of property.

Intelligent women who have already solved, or are in process of solving, this problem are the persons best able to advise their less resourceful sisters. No doubt hundreds or even thousands of such women would willingly contribute to the effort to promote a great pooling of experiences which would supply inspiration and information for the rapidly multiplying number of women who wish to win for themselves a comfortable and independent old age.

The sad aspects of this subject must be presented also to the general public and to women who should be stimulated to efforts at self-protection. The despairing cry of a woman who wrote approving the efforts to deal with this subject is being echoed every day by thousands of sensitive, self-respecting women. After twenty-two years of school teaching, during which she earned salaries ranging from five hundred to six hundred and fifty dollars, her health failed and she found herself facing invalidity and old age for which no provision had been made. Her letter closes with the pathetic questions, "Who is there that has the heart to face the misery and poverty of old age? Who is there to waken daily to the worry of it all?"

The Collegiate Alumnae may well begin an effort to meet the demands that America lead in social research by co-operating in this study which will be fruitful in results beneficial to self-supporting college graduates and to women of similar social and economic outlook in all parts of the civilized world. Uniform questionnaires and directions to field workers will be supplied at the cost of publication. Questions will be answered by the general director of the investigation or by the sociology professors of the nearest university. The results of the

investigations may be published first in local papers and will then be embodied in the final report prepared by the general director.

Participation in these investigations may be the means by which some members of the Collegiate Alumnae reveal peculiar fitness for the investigation of humanistic subjects. The Research Department of the Women's Educational and Industrial Union of Boston is looking for such college graduates. Three five-hundred-dollar fellowships are awarded each year in order to enable them to come to Boston for the professional training which admits them to positions suited to persons with their talents. Success in dealing with some phase of this co-operative study will have much weight in determining the choice of candidates who are awarded these fellowships.

Details of the general plans for cooperative research and of the special study proposed as the first undertaking of this kind were presented at the Cleveland meeting of counsellors of the Collegiate Alumnae. A resolution was passed recommending the organization of research committees in the branches, so that members who would like to make use of their training in this form of social service may have an opportunity to do so under experienced guidance. Our fellowships enable a few women to gratify their desire to explore new fields of knowledge. Scholars are coming to a realization of the fact that intensive, individualistic research is not more important than the comprehensive, co-operative investigations. The latter undertakings may give stimulating opportunities to hundreds of our members.

REPORT OF THE SEVENTH NATIONAL CONFERENCE OF DEANS OF WOMEN

The one hundred or more deans of women attending the conference in connection with the National Education Association in Cleveland in February found themselves wrestling with problems old and new. It was evident from the discussion following a paper on "Problems of the Dean's Office" by Mrs. Jordan of Ann Arbor, that colleges and universities having women enrolled feel the need of a dean of women, although they vary greatly in assigning her duties and her rank in the faculty. One of the chief problems of the office seemed to be to find days long enough for conference with students, with officials of the college and alumnae and with others over questions of scholarship, of housing, of employment, of entrance credits, of office organization and the many problems of the policies and the welfare of the university.

Discussion of a paper on "Problems of the Curriculum" by Miss Johnston of the University of Missouri met with more approval

in its advocacy of emphasis upon the purely academic and scientific subjects than did later suggestions of the addition of technical and vocational subjects to the course. Some present seemed to think the two lines of work mutually exclusive.

The social life of the students seems to cause some anxiety for deans. To adjust the number of student activities so that the social powers of each student may be exercised but not over-exercised; to regulate activities so that they may be brought within the limits of propriety and health; to secure ample protective chaperonage and the right student attitude toward it, were subjects discussed after a paper read by Miss Simrall of the University of Kentucky on "Problems Relating to the Social Life of College Women."

More and more attention is being paid to the health of college women. Systematic exercise as a requirement for a degree, physical and medical examination of every

student in the college, assignments of rest periods and corrective exercises for the physically inferior, reference to specialists for respiratory obstructions, and encouragement in the use of the college infirmary when slightly sub-normal in health were points brought out in a paper on "Problems of Student Health" read by Miss Palmer of Vassar. Miss Pierce of New York State College for Teachers reported the international conference of women physicians recently held in New York.

The problems of student government were discussed by Miss Kerr of Milwaukee-Downer College and later, the underlying principles of democracy were pointed out by Miss White of Cornell. Miss Kerr gave reasons for and against student self-government but voiced her strong approval of it provided it rested upon the bases of education, cooperation of students and faculty, friendliness—the faculty members advisers and not supervisors—and relation to the outside world. Miss White warned against substituting for democracy a benevolent despotism on the one hand or mob-rule on the other. She called attention to the great power for good in democracy if the force is harnessed and guided by an authority which the students have had a voice in creating.

Two committees of importance were appointed at the business meeting: a Committee on cooperation with the Woman's Foundation of Health, recently created by the national women's organizations with Miss Agnes Wells, Dean of Women, University of Indiana, Bloomington, Indiana, Chairman, and Miss Anne D. Blitz, Miss Anna E. Pierce, Miss Jean C. Palmer, and Miss Harriet Dalton as members. A second committee on Relationships with National Movements for Women in Education was appointed, Miss Mary Ross Potter, Dean of Women, Northwestern University, Evanston, Illinois, being made Chairman, and Miss Louise Nardin, Mrs. Ellis Phillips, Miss Ada Comstock, and Miss Lulu Wirt, members.

The officers elected for the next year are:
President—Miss Mina Kerr

Dean of Milwaukee-Downer College

Vice-President—Miss Georgia White

Adviser of Women, Cornell University

Secretary—Miss Katherine Alvord

Dean of Women, De Pauw University,
Greencastle Indiana

Treasurer—Miss Florence L. Richards

Dean of Women, Winona State Normal
School Winona, Minnesota.

ANNOUNCEMENT OF THE FELLOWSHIP AWARDS FOR THE YEAR 1920-21

The A. C. A. Committee on Fellowships announces the following awards.

The *Alice Freeman Palmer Fellowship* is awarded to Dr. Helen M. Johnson, University of Missouri A. B. 1907, A. M. 1908, University of Wisconsin Ph. D. 1912. She has specialized in the classics, modern languages and Sanskrit. From 1916-18 she did research at Johns Hopkins University in Sanskrit, archaeology and Latin, and in 1917-18 was a Fellow by courtesy in Sanskrit at Johns Hopkins. She has made a translation from the original Sanskrit of the *Rāuhineyacaritra*, which is considered an important contribution in Indology. She plans to go to India for access to manuscripts necessary for work which she has undertaken.

The *Sarah Berliner Fellowship* is awarded to Miss Helene Connet, Goucher College, A. B. 1915. She expects to receive the Ph. D. degree at Johns Hopkins this June, with Physiology as her major subject. She has held the Goucher College Scholarship at the Marine Biological Station at Woods Hole, and the Goucher College Fellowships at Johns Hopkins University, 1915-17. She has assisted in research at the Pharmacological Laboratory, Bureau of Chemistry, U. S. Department of Agriculture, under the direction of Dr. William Salant. She has been assistant in the Department of Physiology at Johns Hopkins University since September, 1918. Miss Connet has been fortunate in having had opportunity for research work since

her senior year in Goucher College when she assisted Dr. Jessie L. King in a physiological research. She has published four papers in collaboration with physiologists and physiological chemists.

The *A. C. A. European Fellowship* is awarded to Miss Margaret Buchanan, who is a candidate for the Ph. D. degree at Bryn Mawr with mathematics as her major subject, and physics as a minor. She will have her dissertation for the doctor's degree well in hand by June. Miss Buchanan will be the President M. Carey Thomas European Fellow as well, since conditions made it impossible for her to use this Fellowship last year when it was awarded her. She has the A. B. degree from the University of West Virginia 1906 and has held a scholarship one year and this year the Resident Fellowship in Mathematics at Bryn Mawr. She has had signal success in teaching mathematics and will return to the Department of Mathematics of the University of West Virginia upon her return from her year's study in Europe.

The *Julia C. G. Piatt Memorial Fellowship* is awarded to Miss Elmira Lodor, teacher in the Science Department and now educational and vocational adviser in the Kensington High School in Philadelphia. From the University of Pennsylvania she has the degrees of B. S. in Education 1915, A. M. 1916, and is now a candidate for the Ph. D. degree. In 1918-19 and the summer of 1919 she studied and carried on research at the University of Chicago on a psychological problem. In 1917-18 and 1919-20 she was engaged on a second problem in psychology giving a foundation for educational and vocational guidance for which she is admirably fitted by her thorough scientific training and her success in teaching. She will use the fellowship for further psychological research and the completion of the requirements for the doctor's degree.

The *Latin-American Fellowship* is awarded to Miss Virginia Alvarez who completes her course at the Woman's Medical College this June. We are granting her the Fellowship for the fourth time that she may serve her internship in a hospital and be able to be-

come a licensed physician. She would not have the experience which she needs nor the standing among medical men without this service as an interne. As we anticipate a very successful career for Miss Alvarez, we are keen to give her every opportunity to render maximum service to her country.

The *Boston Alumnae Fellowship* is awarded to Miss Myra M. Sampson, Associate Professor of Zoölogy at Smith College. Miss Sampson has the Ph. B. from Brown University 1909, University of Michigan A. M. 1914, and is now a candidate for the Ph. D. degree there. Miss Sampson has carried on a number of researches in Zoölogy at Woods Hole, Marine Biological Laboratory, and at the University of Michigan. She proposes to complete the work for her doctor's degree next year with research at the Marine Biological Laboratory, Woods Hole, and at Monterey, California.

MARGARET E. MALTHY,
Chairman.

WHAT YOU CAN DO TO FURTHER THE INTERESTS OF THE INTER- NATIONAL FEDERATION OF UNI- VERSITY WOMEN

1. To emphasize the desirability of graduate study in other countries in the interests of education and peace.
2. To influence colleges to open to foreign graduates such fellowships and studentships as may be already established.
3. To influence colleges and universities to found studentships and fellowships open to foreign graduates.
4. To collect money for the foundation of studentships and fellowships to be held abroad.
5. To collate information concerning summer courses in American universities.
6. To secure information concerning opportunities of attendance at summer courses in foreign universities open to Americans.
7. To secure information as to conferences of educational, scientific, and other learned societies open to American visitors.

8. To secure the cooperation of college and university clubs in acting as centers for hospitality to foreign students.

9. To bring foreign university women visiting this country into association with American college women.

10. To support the establishment of club houses in other countries which shall act as the headquarters of the International Federation of University-Women whenever necessary.

11. To secure opportunities for the exchange of foreign teachers in secondary schools.

12. To make certain that the schools, colleges and universities in your vicinity understand the projects of the International Federation of University Women and make use of its opportunities and facilities whenever possible.

13. To be sure that your college and your alumnae association is fully informed of the project.

14. To attend the first meeting of the International Federation of University Women in London, July 12th, 1920.

AMONG THE BRANCHES

The Women's University Club of Los Angeles acquires new members monthly and has become one of the most cosmopolitan of college clubs, numbering members from all sections of the country. One of our most distinguished members is Mrs. Susan Dorsey, the newly elected city superintendent of schools of Los Angeles, and Vice President of the N. E. A. Mrs. Dorsey is a Vassar graduate, but all clubs of university women throughout the United States will feel this honor conferred upon her a signal honor for all college women.

A card has been issued to every member with the following brief questionnaire to be used as a guide in committee forming, as well as in deciding the nature of programs.

1. Occupation. If teaching, where.

2. Could you give some time to Club services occasionally?

3. What committee work in the Club would interest you?

4. In what public work are you actively interested?

5. Writing or original work?

These cards are returned to the secretary,

who has discovered much talent from which she plans to remove the bushel hitherto hiding it.

The Vocational Bureau has placed many well-trained college women in numerous good positions. As there is no agency fee charged, this service has been meritorious for both employer and employee, and has had the full confidence of both that the best interests are served.

The public platform of the Club has been a medium of presenting many civic needs since the war-work, such as donations of clothing and shoes to a Home Bureau which looks after a working section of the city, salvage for the Childrens' Hospital, and support of orthopedic work for crippled children.

Dr. C. L. Lowman, who presented this phase of modern surgery and muscle building, illustrated it with a group of his child patients. These children were suffering from lack of muscular growth in arm, leg, or foot, due to spinal meningitis, or had a congenital defect of bone formation in the foot. By this process of building up and re-shaping the bone and muscle, an almost normal

service can be assured, the children can take their places with other children in their school and social life, and they do not become adult cripples.

Our club believes in lending a hand to all such movements for civic betterment and individual happiness. We are to support a campaign for an orthopedic hospital-school.

We do not want it felt that distance lessens our interest in the projected Washington Club house membership, and if Pullman and rail rates could only be lowered instead of raised, we're sure more westerners would be induced to take out membership. At present we have our club membership as a nucleus.

The Tulsa Branch grows so fast that it is impossible to keep up with it. Starting with fifteen members last year, it numbered in March seventy-five paid up members and others still coming in. Already it has offered scholarship prizes for women at Kendall College. It has sponsored the presentation of Madame Borguy Hammer in Ibsen's Hedda Gabler, and it reports every meeting of the Branch as more interesting and successful than the last.

The San Jose Branch does not believe in hearsay, second hand information, or guess work. True to its training it demands facts before proceeding to action. Its slogan this year is "Know Your Own Community" and under its auspices Professor Cottrell of Stanford has been giving a series of lectures and conducting a survey of conditions in the city. At its request the Tuberculosis Society has promised to make a survey of the tuberculosis situation and the State Health Committee of the General health conditions. In conjunction with the Chamber of Commerce a housing survey is also being planned.

For one meeting the Branch invited Mrs. Gifford of the University of California to speak on the physical and psychic causes of

speech defects and so much interest was aroused that the State Normal School at San Jose has asked Mrs. Gifford to give a series of lectures and demonstrations in this field for the benefit of the hundreds of prospective teachers in that institution.

The request in this column in the January JOURNAL for information about Plays that our branches might find it possible to produce has brought two responses. One is from Professor Getrude Buck of Vassar College, who calls attention to the plays that may be obtained from the Workshop Bureau of Plays, Vassar College. These are in general one act plays with a royalty of five dollars for a single production, this sum to be divided equally between the writer and the Workshop. The Workshop issues a leaflet describing the plays and any of them will be sent for examination on request.

The other reply was from Mrs. Christina H. Baker, wife of Professor Baker of Harvard, who writes that Brentano's, Fifth Ave., N. Y., publish four little volumes of one-act plays, as produced by the Harvard Dramatic Club and by the Forty-seven Workshop, written by the pupils of Professor Baker at Harvard and Radcliffe. They may also be obtained from the Harvard Cooperative Society, Harvard Sq., Cambridge.

The Topeka Branch also reports that it has given two plays since its organization. Both were parts of the entertainment at "silver teas." Last fall they gave "Oh, for a Wife" by Mrs. Hearty Earle Brown Nelson, a member of the Branch; and a short time ago some of their members presented "Joint Owners in Spain," by Alice Brown. The latter play is owned by the Little Theatre and the cost for the privilege of giving it is five dollars. Both productions require only four or five women characters.

The Pueblo Branch reports that one of the most interesting meetings of the year was devoted to the housing problem in

Pueblo and neighboring mining towns. The meeting was addressed by the director of welfare work of the Colorado Fuel and Iron Company. As a result the housing situation became a live issue to others than merely the members of the housing committee. The committee has undertaken the work of establishing a rooms registry bureau to house unemployed girls. The work includes the visiting and classifying of all rooms in the city which are offered for rent to girls.

The chairman of the vocational guidance committee of the Pueblo Branch, Miss Lulu Pinger, is the official adviser of girls in the high school. The committee has provided for vocational talks each month in both the city high schools by women in various professional fields, each outlining the requirements and opportunities for women in her profession.

The New Haven Branch, which always devotes its February meeting to review and discussion of the leading books of the year, this year added a new feature in an account of recent books for children. The speaker on this subject is a college graduate who is in charge of the Juvenile Department of the Public Library. An exhibit of the books discussed gave added interest.

The Branch is also reviving this year a custom, interrupted by the war, of giving a play or group of playlets in January and a Shakespeare play out of doors in June. The Branch entertains its friends on these occasions.

The November meeting of the Northfield Branch was a community gathering of the women of the town and of the rural districts. The speaker of the occasion was Miss Benton, Dean of women at Carleton College, who told in an informal and extremely interesting way of her experiences in France and later as an official representative of the Y. W. C. A. in Red Cross work in Lithuania.

So far this year the Northfield Branch has made but one effort toward raising money and this took the form of a Café Chantant. To those branches which have not worked out similar ideas the branch strongly recommends this form of entertainment for bringing excellent financial results.

The work of the Milwaukee Branch is going forward more vigorously than ever before as a result of the opening of the new Club House. The rooms of the house have been furnished by the alumnae of the different colleges. Active committees are at work on Americanization, public health, education, social service, the status of women in industry and the professions, scholarships, and the "On to College" movement.

The Spokane Branch is one of those which have tried successfully the plan of having a monthly luncheon preceding each meeting. One meeting was given over to a musicale, every number on the program being given by an A. C. A. member. The proceeds from the annual play—The Piper, by Josephine Preston Peabody—will go to the support of the summer camp for tired mothers and their children for which the branch did such excellent work last year.

The Huron, (South Dakota) Branch, precedes its monthly meeting with a supper at the home of one of its members. The members have come to know each other well and the attendance is excellent. The chief interest this year has centered in the raising of a scholarship to be established in Huron College, beginning in the fall. The branch is also supporting a French orphan.

The most important work of the St. Louis Branch this year has been done under the Committee on Vocational Guidance. Talks on vocational opportunity have

been prepared by volunteer speakers, together with a bibliography of the subject and it has been announced to the congress of Mothers' Clubs that these speakers will be available for their meetings. In spite of the fact that this work was begun after many club programs were complete, calls are coming in and the work will be continued next year, in the effort to impress the parents with the need for more education for their children. The Committee has also been providing vocational information for the girls of Washington University and of Harris Teachers College.

The St. Louis Branch is one of those that had the privilege of entertaining Dr. Ida Smedley McLean, one of our British visitors, and they write that her charming personality constituted a most effective argument for the establishment of closer international relations.

The Omaha Branch reports highly successful meetings. They are held once a month at one of the hotels and consist of a luncheon, followed by a short business meeting and a lecture on some interesting and timely subject. Several times they have taken advantage of the presence in the city of interesting persons, such as Mme. Petrova or Oscar Wilder Craik, promoter of the small folk theatre. Dr. Olga Statny and several other members of the Branch who have worked overseas in canteen or Red Cross work, have given accounts of their experiences.

The work of the Branch is done through committees, or sections,—namely, the Americanization section, the Domestic Education section, the Drama section, and the Book Review section. The teacher members of the Americanization section conduct night school for foreign mothers. Other members make friendly visits to the homes. One domestic science teacher has a domestic science class that meets at the social settlement house. The various sections have separate meetings in the intervals between the regular Branch meetings, most of them meeting at least as frequently as every two weeks.

The Grand Forks Branch of North Dakota proved the possibility of finding both entertainment and instruction close about us when Mr. Franz Rickaby of the University of North Dakota gave an account of a walking trip from St. Charlevoix, Michigan, to University, North Dakota, on which he paid his way by providing entertainment with his instrument. The wandering minstrel of the present day, provided he has eyes to see, can report a far more interesting and fascinating world than his predecessor of a by-gone age.

The California Branch writes as follows: "We recall that a big debate in the Senate was once forced when a senator in vexation of spirit said, 'What interest has South Carolina in a Canal in Ohio?' We out here want to be looked upon as having a forward vision. 'California has an abiding interest in a Club House in Washington' shall be our slogan!

Our very finest program this year was a lecture by Hugh Walpole on his experience in Russia. We should like to have that type of program frequently, when so much noted talent reaches our coast; but as Ibanez, Maeterlinck and Yeats have spoken under other managements, our members had other opportunities of hearing these geniuses, and our funds do not admit of such a program except as an annual or semi-annual caviar.

After a recent meeting at which Miss Helen Taft spoke on a Crisis in Education the Club supported a resolution to urge adequate salaries for our local teachers, so that the buying power of one's salary should be reinstated to the value of 1914."

One of the most delightful meetings of the Elmira Branch was a thimble and bridge party held at Elmira College with about two hundred and fifty in attendance.

In the Auditorium where the "thimbles" were in evidence, a very pleasing musical and literary program was enjoyed. One of the most interesting features of this pro-

gram was the appearance of the Willys-Morrow Glee Club. The Club is made up of men who are employed in the Willys-Morrow factory; they came directly from their work to the College. Their selections were splendidly rendered and they were heartily encored.

The proceeds from the party were more than enough to pay the share of the Elmira Branch in the purchase of the \$300 desk planned for the new A. C. A. home in Washington. The New York City branch of the Elmira College Club is raising the remainder of the money required. A desk for the reception hall was decided upon as Elmira's gift to the Washington home, after Miss Lamont took over the furnishing of the Elmira room in memory of her mother.

The work of the Oregon Branch of the Association of Collegiate Alumnae has been extremely successful this year in every direction.

A large increase in the membership has helped toward this end and has also increased its weight and influence in the community. An active and efficient membership committee began its work in the summer and through its efforts has brought the membership up to 300. In fact the Association has outgrown its quarters and it became necessary to obtain a spacious downstairs room from the University Club. There, once a month, a luncheon is served and afterwards a programme is given. Sometimes this consists of a play written by one of the members, a forum on educational or social subjects, or an address by a speaker of importance. In February the meeting took the form of a "jinks" at which every one, even the most staid, unbent. One of the most pleasant gatherings of the year was a tea given for Dr. Ida Smedley McLean who brought us a most interesting message from the Association of English College Women.

The work of this branch of the Association, as formerly has been mainly carried on through the medium of committees. The most active of these have been the Educa-

tional and Americanization Committees which are doing much splendid work. The Educational Committee has taken up such subjects as vocational training, equal pay and equal training of grade teachers, the junior college plan and physical training in the schools. At present it is devoting all of its energies towards the passage of a mill tax bill without which our State University and State College will be hampered in their excellent educational programmes.

The Americanization work has been found to be intensely interesting and productive of surprisingly good results. From a small beginning, several large classes have been formed and there are requests for others. Representatives of this branch of A. C. A. have been sent to every session of the naturalization court and have volunteered as teachers for the aliens applying for citizenship.

These committees have also cooperated with the Parent-Teacher Association and social service agencies in the various districts.

The Association has supplied teams in all drives and helped the Red Cross in its sale of Christmas seals. In fact it has tried to enter into all the larger community interests and to provide the means through which the college woman may best exercise her influence and lend aid and encouragement to all movements for civic betterment.

The Eugene Chapter feels much like celebrating vigorously, for our debt of \$500, which we have been carrying for more than three years, is all paid and with a goodly sum still left in the treasury. The Chapter pledged this amount for the Woman's Building at the State University when the campaign for funds was first started. The final payment has been made possible by the concert of Jaques Thibaud, the French violinist, which was given under the auspices of the school of music at the University and A. C. A., through the fine courtesy of the Ellison-White Chautauqua people. The concert itself was all we had hoped for and much more.

The members of the Chapter have also pledged their help in the state survey, which the Legislature asked the University to make to discover the extent of dependency, delinquency and defectiveness for the purpose of determining a proper basis for future legislation. Dr. Chester L. Carlisle, assistant surgeon in the United States Public Health Service, is directing the survey, which is the first state survey of its kind to be made in the country.

Five scholarship loans to students in the University have been made by the Chapter. These loans are made to the students without interest. The first loans made have been paid back this year, so that the loan fund is much more flourishing than it has ever been before.

The Des Moines Branch of the Association of Collegiate Alumnae is anticipating many pleasant events during the meeting of the Biennial of the General Federation of Women's Clubs, which meets in Des Moines, June 16-23.

At this time the A. C. A. will be hostess to the overseas unit of one hundred girls, who during the recent war were sent across by the Federation. This includes housing and entertainment every day. In addition to this a tea will be given June 18, for all visiting college women.

Not only is the A. C. A. helping to entertain, but some of its members are on the credentials committee, while others have complete charge of the issuing of the local tickets during the convention.

The first state meeting of the Kansas A. C. A. was held last month in Topeka. Members of the Lawrence, Topeka and Wichita branches were present. The state president, Mrs. C. W. Smith, presided. In her address she spoke of the past work of the branches and the possibility of future

service. Mrs. Silas Porter, of the Topeka branch, spoke of the work of that group in the milk campaign and A. C. A.'s share in the child welfare work. Mrs. Hart, president of the Wichita branch told of their organization last February. They have had six meetings and have sixty-six members. They are planning to bring some good lecturers to Wichita and are talking of club rooms with a tea room attached. Miss Margaret Linn, of Lawrence, told of the presentation of the Ibsen plays last winter by the branch. They are also talking of having club rooms. Miss Alice Winston, former State president, spoke of the forming of new branches. Judge Huggins, of the industrial court was a guest of the A. C. A. and told of some of his interesting experiences as a judge in this court.

The Vocational Committee of the Boston Branch has throughout the year had under consideration the establishment of a Vocational Information Service in Boston. Under the direction of this committee a conference on this subject was arranged at which the principal speakers were Miss Emma P. Hirth, Director of the Bureau of Vocational Information in New York, and Miss Eva Mooar, head of the Radcliffe Appointment Bureau. In collaboration with committees from three or four other associations which are interested in the project, this Committee is addressing a memorandum to the Boston Public Library explaining the need of a vocational library, and has reason to expect that the idea will receive favorable consideration.

A committee of the Central Illinois Branch has been taking charge of the giving of shower baths in one of the public schools, the number of children taking the baths being about 40 each week. Next year it is hoped to extend this to the other schools in town.

JAN 6. 1925

E. A. Smith
1207 Oakland Ave.
Ann Arbor, Mich.

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EDITORIAL

It is to be hoped that every member of the Association will read carefully the minutes of the Council meeting in this issue. During the year following the St. Louis convention, at which the Association voted to increase the dues, branch after branch wrote that it had never been informed of the change—which simply meant that its officers and other members had not read the minutes of the convention, which were printed and in the hands of all members in less than a month after the close of the convention.

While the Council has not the power to make any such radical change as did the St. Louis Convention, it has made recommendations for changes, which, if they are adopted in Washington next spring, will make the change in dues seem a trifle. We would recommend that every branch devote one meeting early in the year to a study of the proposals made by the Council and that it begin planning now to have its representative present at the Washington meeting, in order that whatever is done there may represent the result of the deliberations of the whole Association.

The report of the investigation made by a committee of the Nebraska Branch and published in the last number of the JOURNAL under the title "Opportunities and Salaries of Women in the Teaching Profession in Nebraska" seems to have "started something." Dean P. M. Buck, Jr., of the College of Arts and Sciences of the University of Nebraska, has given out the following statement in regard to the matter:

"Recently there appeared an article in the 'Collegiate Alumnae Journal' entitled 'Opportunities and Salaries of Women in the Teaching Profession in Nebraska.' In it a report was made on the number of women on the faculty of the University of Nebraska and their rank. The conclusion was drawn that there has been a tendency in the past five years to exclude women from the faculty. The suggestion also is offered that on account of the large number of women in the student body there should be a larger representation of women on the faculty.

"I believe no administrative officers in any of the state universities favor the policy of excluding women from university faculties. The fact, however, is notable that there are relatively few women candidates for university positions. During the past year the university has received applications from numerous men but from only a scant half dozen women, who might be even charitably described as qualified for the positions they were seeking. There has also been a sharp falling off within the last few years of the number of women in the graduate schools. If one consults the catalogues of the better known universities, one is shocked by the very small number of women candidates for advanced degrees.

"It will be instructive to compare the University of Nebraska with six other universities where conditions are not very different to show the relative number of women on the faculties. These six universities are typical. From the table we gather that the University of Nebraska is far

more generous to the women on the faculty than any other university.

"There are a larger number of women full professors, a larger number of women associate professors, a large number of women assistant professors. Only one university in the list, Kansas, has relatively a larger number of women who have the rank of instructor. This, however, is the lowest academic rank in the university. The large number of women instructors at the University of Kansas is compensated for by the relatively small number of women associate and assistant professors.

"Number of faculty of rank of instructors and above: Nebraska, total number, 272; women, 53; Michigan, 424; women, 7; Iowa, 231; women, 22; Illinois, 338; women, 35; Kansas, 289; women, 67; Wisconsin, 339; women 56; Indiana, 221; women, 30.

"Number of rank of professor, Nebraska, 93; women, 6; Michigan, 135; women, 0; Iowa, 75; women, 3; Illinois, 111; women, 3; Kansas, 89; women, 3; Wisconsin, 90; women, 2; Indiana, 80; women, 0.

"Number of rank of associate professor: Nebraska, 49; women, 11; Michigan, 77; women, 0; Iowa, 14; women, 1; Illinois, 20; women, 1; Kansas, 47; women, 6; Wisconsin, 63; women, 2; Indiana, 40; women 3.

"Number of rank of assistant professor: Nebraska, 62; women 12; Michigan, 84; women, 2; Iowa, 51; women, 6; Illinois, 63; women, 10; Kansas, 70; women, 14; Wisconsin, 106; women, 12; Indiana, 40; women, 7.

"Number of rank of instructor: Nebraska, 51; women, 22; Michigan, 168; women, 5; Iowa, 73; women, 12; Illinois, 94; women, 21; Kansas, 83; women, 41; Wisconsin, 171; women, 40; Indiana, 61; women, 20.

"These figures are taken from the latest catalogs and may be subject to some slight changes. In general, however, the proportions will remain practically the same.

"A slight criticism was implied in the article of the university administration in that in the promotion of women degrees or experience or publications seem to have played a very small part. There are a number of facts which must enter into the consideration of any individual case before the advisability of promotion can be determined. Scholarship as shown by publications or advanced degrees doubtless plays a very large part. A still larger part, however, is played by ability to teach. A person's general strength in the faculty and in the community also enters largely into the consideration.

"The authorities in the university of Nebraska would be very glad indeed when time and opportunity serve to add to the number of well equipped women instructors. The only consideration must be the qualifications of the candidate. The Association of Collegiate Alumnae can well serve the university a useful turn if it will encourage graduate students to prepare themselves for university work and then invite the attention of the university to promising candidates."

To this statement of Dean Buck, Mrs. Maurice Deutsch, who was the chairman of the committee that conducted the investigation, made the following reply:

"The article by Dean Philo M. Buck in the local papers of July 21 on 'Women's Status in the University of Nebraska' seems to imply that the part of the report of the committee of the Association of Collegiate Alumnae on 'Opportunities and Salaries of Women in Nebraska' which concerned the university was prompted somewhat by a spirit of criticism. The chairman of the committee wishes to assure the friends of the university that this was not the case. In fact, the report was withheld from publication two months after it had been presented to the local branch in order that the new salary schedule of the University of Nebraska might be included and the institution enabled to appear in the best possible light. The committee took the utmost pains—as the university finance office can attest—in order that the portion of the report that concerned the university might be as accurate as possible.

"The dean's article says that 'the conclusion was drawn that there has been a tendency in the past five years to exclude women from the faculty.' The A. C. A. report reads, 'There has been a tendency in the past five years to replace women on the faculty by men. In the years 1915-16, there were 293 on the instructional staff of the faculty, 68 of whom were women. In the fall of 1919, there were 328 members of the faculty of whom only 53 were women.' Dean Buck does not explain why the number of women was reduced 15 while the total number of professors was increased by 13. Nor is his quoting of statistics from other colleges particularly germane. The A. C. A. was considering only the opportunities of women teachers in Nebraska. The fact remains that so far as professorial positions in the University of Nebraska are concerned, the opportunities for women seem to be decreasing rather than increasing. One might say in passing, however, that as every one deplores the fact that there are so few men teachers in our secondary schools, in proportion to the number of boys enrolled, it is no less deplorable that 53 women are expected adequately to look after the needs and interests of 1568 girls in our university. Nor is it reasonable to suppose that the 275 men professors feel special interest in or adequacy for the task.

"Dean Buck implies that the reason women professors have been replaced by men is because there have been 'so few women who might even charitably be described as qualified who have applied for the positions.' Heretofore it has been popularly supposed that it was not good form to apply for positions in universities since (contrary to the British custom) the position was supposed to seek the individual, not the individual the position. One has only to look at the array of capable women with degrees, lists of valuable publications, study at leading universities, years of successful teaching experience, who are now on the teaching staff of the Omaha and Lincoln high schools and of the other larger high schools of the United States, to see that it is not necessary to take men without degree from high school positions in order to fill the places of women who have left our universities for better paying work elsewhere. Nor should it be necessary to let so many successful women instructors and professors of our institutions be lost to us.

"Within the membership of our Lincoln branch of the A. C. A. during the past four years three valuable members, instructors at the university, who might easily have been retained, were allowed to go elsewhere. One, a woman of national reputation, a Columbia Ph.D., a woman tremendously stimulating to her students and resourceful in interesting them in public work, could have been retained after a call from an eastern institution, at an increase of two hundred dollars. Another, a Ph.D. with honors from Yale, who had a record of marked teaching success in our own institution, could have been secured for \$1,800. She is now teaching in one of the best known women's colleges in the east. A third young woman, also a Ph.D., (these seem to stand the least chance of being retained), a student holder of the Alice Freeman Palmer fellowship at Wellesley, a successful and experienced teacher, was allowed to go into expert secondary school work, and her place was filled by a man at a salary larger than that asked for by the woman.

"No wonder Dean Buck 'is shocked by the very small number of women candidates for advanced degrees.' They cannot be expected to work for advanced degrees which afford no help to them. Nor can the A. C. A. do other than it is now doing in urging educated women to go into other lines of work than teaching. When the opportunities for teaching in the higher institutions are so meager as Dean Buck's statistics indicate, when the wish to add or retain strong women on the faculty of state universities is so markedly absent, it is not fair to talented women to encourage them to go on in lines which bring no rewards. It should be also pointed out that the experiences of well trained women on the faculty who did not go

elsewhere have not been such as would lure bright women to follow in their paths. One A. C. A. member, a Ph. D. with publications, a successful teaching experience of fifteen or twenty years, and an unusual record of generous public service, recently was 'advanced' to a smaller salary than is received by a colleague of two years standing, from a secondary school, without degrees, publications or scholastic experience outside the local campus. When one considers that another A. C. A. member, one of the most able of the women on the faculty, a successful teacher in the institution for a quarter of a century, a Ph. D. with honors, a woman with a long and distinguished list of publications, a woman with an international reputation whose students have made brilliant records, a woman who has performed notable public service in many lines, received up till the spring of 1920 as her maximum only \$1,600—while quite different treatment was given her men pupils who became her colleagues, when one considers facts like these concerning the members of our own branch, one cannot but reach the conclusions arrived at by the committee. Their report quotes the words of the university authorities themselves. Success as teachers, degrees, experience, publication, national recognition, service to the community, seem to have played a very small part in determining salaries. The law of supply and demand has played a part in some measure, especially in the case of men teachers.

"The A. C. A. appreciates the statement that the 'university is glad when time serves to add to the number of well equipped women instructors.' The association will readily agree to encourage graduate students to prepare themselves for university work if there is assurance that the opportunities for well equipped women of superior qualifications, who have had experience outside the local campus, will increase, not decrease, as within the past few years. There is ample strong material available, if it is wanted.

"The Lincoln branch of the A. C. A. is composed largely of graduates of the University of Nebraska. It is very zealous concerning the standing of our own institution throughout the state and the nation. The members cannot help being conscious of the criticisms that come to them from many sources, that the interests of women do not have the same attention as the interests of men. This criticism was voiced repeatedly at the alumnae meeting at the Women's building on alumni day. The A. C. A. in a spirit of helpfulness rather than of resignation or criticism still suggests that, irrespective of local conditions in other state universities, the interests of girl students in our university would better be served by replacing women who leave the university with first class experienced women rather than with men with less experience, or scholastic training, and sometimes without even degrees. If necessary let them come from secondary schools, since that now seems to be a main source of supply. The secondary schools need the men and the university could profitably add some strong women."

To Mrs. Deutsch's statement Dean Buck made no answer, perhaps because it was unanswerable. He merely said that the University, at least so far as the Arts College was concerned, for which alone he could speak, was very much gratified by the loyal spirit of co-operation shown by Mrs. Deutsch's letter; and that as an officer of the alumni association and as representative of the local A. C. A. her advice had been and would be sought on matters so important as the welfare of the University.

We believe that it would be illuminating and might perhaps start a fruitful train of thinking on the part of college and university administrators, if more of our branches would make similar investigations of the academic status of women in the co-educational institutions of their various states, particularly in the great state universities.

A full report of the proceedings of the International Conference of University Women, which was held from the twelfth to the fourteenth of July in London, will be printed in the next issue of the JOURNAL. Meantime preliminary reports have reached us concerning some of the work that was done.

Seventeen countries sent representatives, all but one of whom used English as the medium of communication in the conference. Mademoiselle Amieux, the French representative, spoke in French and was interpreted by Miss Marie Louise Fontaine. Among the countries represented were France, Italy, Spain, Belgium, Holland, Czecho-Slovakia, Norway, Sweden, Denmark, India, Australia, and South Africa, besides Great Britain, Canada, and the United States.

Miss Spurgeon, president of the British Federation was elected president of the International Federation and Mrs. McWilliams, president of the Canadian Federation, vice-president. Mrs. Edgerton Parsons, of the Association of Collegiate Alumnae, was elected treasurer. Miss Theodora Bosanquet, also of the British Federation, was made executive secretary. The rest of the Council is to be made up of the chairmen of the Committees on International Relations of the various Federations. The United States, Great Britain and Canada are to be allowed five delegates each.

Dean Gildersleeve and Dr. Cullis, chairmen respectively of the American and British Committees on International Relations, were joint chairmen of this conference and presided alternately. Our representatives in the conference were Mrs. Wheeler, vice president of the North Atlantic Section; President Thomas of Bryn Mawr; Miss Mary Leal Harkness, President of the Southern Association of College Women; Dean Comstock of Smith College; and Dr. Jessica Piexotto of the University of California.

The Conference was most amicable. Only once did a delicate situation arise when the Norwegians and South Africans were disposed to insist that the Conference should put itself on record at once in favor of admitting the Germans. Had this been done the French and Belgian delegates would not have found it possible to pledge the adherence of their national organizations. Fortunately a way out seems to have been found and it was agreed to let the question go over to the next Conference in 1922.

In general the policy desired by the A. C. A. Council in Cleveland prevailed, that is, an attitude of generosity toward the smaller nations. No distinction was made in the kinds of membership, though the larger federations will be allowed a somewhat larger number of delegates. A Committee on Standards was formed of which Miss Comstock accepted the chairmanship. This committee will look into the matter of the equivalence of degrees, especially in those countries which are very different from ours and from the leading European countries. A Committee on National Clubhouses was also formed, of which Miss Thomas is chairman. This committee will take up at once the matter of a clubhouse for university women in Paris, which was discussed at the Council meeting. It will interest itself also especially in the plan for securing a suitable hostel for women students in Athens.

It was decided to hold the conferences every two years and the next one, in 1922, will be held in whatever place the League of Nations selects as its headquarters.

On the return of our British visitors last spring to their home-land the President of the Association wrote to the Foreign Office and the Board of Education of Great Britain to thank the Secretary for Foreign Affairs and the President of the Board of Education for their share in facilitating the visit of these distinguished women educators to our country and to express her belief that this visit had done much to cement the

In Appreciation Of Our Effort

friendly relations between the two countries. In reply Mrs. Rosenberry has received from the Under-Secretary of State the following letter:

"I am directed by Earl Curzon of Kedleston to acknowledge with thanks the receipt of your letter of the 9th ultimo, and to express to you His Lordship's warm appreciation of the efforts made by the Association of Collegiate Alumnae to improve the relations between the United States and this country.

"Lord Curzon fully realizes the important part played by the Association in this respect, and sincerely hopes that its representatives, who are now in this country in connection with the formation of the International Federation of University Women, will have ample cause to be satisfied with the results of their mission."

Mr. Fisher, President of the Board of Education, writes as follows:

"Dear Madam:

It has given me the greatest of pleasure to receive, in your letter of the 9th of June, so warm an appreciation of the success which attended the visit to the United States of Miss Spurgeon, Miss (sic) MacLean, and Miss (sic) Cullis, of the British Federation of University Women. I had myself learned from Miss Spurgeon of the kindness and cordiality which she and her colleagues met on all hands during their stay and I am glad that we shall in a few days have the opportunity of welcoming in our turn the representatives of America at the First Annual Conference of the International Federation of University Women.

"You have set out so clearly in your letter the individual benefit which visits of this kind confer on both countries that there is little I can say, except to express my agreement with your statement of them. I may, however, convey to you and through you to all members of your Association, my sincerest and most hearty thanks for the hospitality which you extended to my countrywomen, and I may venture to hope that the American representatives will carry away with them from their stay in England a pleasant and enduring memory of the goodwill which they will find waiting for them here. Community of aim and community of sacrifice in our struggles against a common enemy bound our countries more closely together than ever before; we must see to it that Peace witnesses no loosening of the bond, and with this in view we must neglect no opportunity of understanding one another better. Nothing will do so much to increase this mutual understanding as personal intercourse between teachers and students at our Universities and Colleges, and in providing facilities for that intercourse such visits as your Association and the Federation of British University Women have succeeded in arranging are full of the most happy auguries for the future relations between your great country and our own.

Yours very truly,

H. A. L. FISHER."

At the National Club House the first Saturday in each month is "Club Night" and a series of interesting programs has been planned to entertain the members of the Club who are in Washington on these dates. On the evening of July third Miss Ethel M. Smith of the Women's Trade Union League addressed the members and their guests on "The Significance of the Montreal Meeting of the American Federation of Labor."

The Washington Club

It is planned to use the garden through the summer months for garden parties. On Friday afternoons the Washington Branch has been serving tea in the rest room. A cordial invitation is extended to any and all A. C. A. visitors in Washington to come in for the Friday teas.

The committee appointed to determine the time and place of the 1921 convention has fixed upon Washington as the place and the 29th of March to the 1st of April inclusive as the time. March 28th Easter Monday, will be used for preliminary committee and directors' meetings, and the convention proper will open on the morning of Tuesday, the 29th. Before fixing this date a careful investigation was made of the dates of the spring holiday in the various colleges. Negotiations are now going on with a view to securing the best possible rates from the various hotels for accommodations. The convention will unquestionably be a large one and the Club House will, of course, be inadequate for the business meetings and will accommodate only a small proportion of those in attendance, though it will add much to the attractiveness of the social side of the convention. The committee will make an exhaustive investigation of the possibilities and hopes, in spite of the present-day high hotel rates in Washington, to secure adequate and comfortable arrangements at reasonable prices. Meantime please set aside these dates and begin planning now to attend the convention. It is urgently requested that *every* branch of the Association be represented at this meeting, which will be epoch-making in the history of the organization.

NATIONAL CLUB MEMBERSHIP

As an example of what might be done for membership in the National Club by means of city campaigns we print the report of the Kansas City Branch at the close of its spring campaign:

The drive closed with an enrollment of fifty-five members, five of them associate. The committee of forty members has called upon practically the whole branch membership, now numbering 360. It has also written seventy letters and done much talking through sororities, and written over two hundred other letters to alumnae of a number of colleges within adjoining states; notably, to women from the university of Kansas, the University of Missouri, the University of Minnesota, Vassar, Cincinnati, Grinnell, and Bryn Mawr. Members of the committee attending reunions at their colleges have been urged to talk Club House. Percentages of club membership by college groups in the branch follow: Bryn Mawr, 100 per cent; Colorado College, 100 per cent; Knox College, 100 per cent; Miami University, 100 per cent; Oberlin, 40 per cent; Ohio State, 100 per cent; Radcliffe, 33 1-3 per cent; Randolph-Macon, 100 per cent; Smith College, 22 per cent; Trinity, 50 per cent; University of Chicago, 33 1-3 per cent; University of Cincinnati, 100 per cent; University of Kansas, 10 1-2 per cent; University of Michigan, 11 per cent; University of Minnesota, 33 1-3 per cent; Vassar College, 28 per cent; Wellesley College, 33 1-3 per cent; Wells College, 50 per cent.

MAY WRIGHT SEWALL

The press despatches of a few weeks ago announcing the death of May Wright Sewall must have awakened in the minds of many of our older members vivid memories of the early days of the Association. Mrs. Sewall died at St. Vincent's Hospital in Indianapolis on July 22, 1920, at the age of seventy-six. She had been a member of the Association from the time of its organization in 1882; and her interest in the organization and its work never flagged, even during the years when the demands upon her from her many national and international connections made it impossible for her to render active service. In 1883 she was one of the prime movers in organizing the Western Association of Collegiate Alumnae and during the six years that it continued as a separate organization she was one of the leaders and the constant inspiration of its pioneer work in enlarging educational opportunity for women. It was under her presidency and largely through her advice and untiring efforts that the Eastern and Western Associations united in 1889.

In the fall of 1887 she invited the women graduates of the colleges then eligible to membership in the Association to a meeting at her home in the hope of forming a branch in Indianapolis. About fifty women responded but only eight were found to be eligible and her plan of forming a local branch had to be abandoned temporarily; but two years later through the combined efforts of Mrs. Sewall and Prof. Harriet Noble of Butler College, who had been made Director for Indiana, enough members had been secured to justify the formation of a branch, and the Indiana Branch was accordingly organized in Mrs. Sewall's drawing room in 1889.

Mrs. Sewall was a native of Wisconsin, born at Milwaukee, May 27, 1844. Her father, Philander Wright, a man of strong mentality and intellectual attainments, took especial care of the education of this daughter, who was a precocious child; it is said that she read Milton at the age of seven.

Some years of her early life were spent in the town of Mukwonago, Wis., and these were years of devotion to the realization of her ambition to secure a university education. In the course of her preparation she became a school teacher, her first school being at Waukesha, Wis. She entered the Northwestern university, at Evanston, and was graduated from it in 1866 with the degree of A. B. In 1871 the same institution conferred upon her the degree of A. M.

After graduation Miss Wright taught first at Corinth,

Miss., then at Plainwell, Mich., and then at Franklin, Ind. Here she married Edwin Thompson, principal of the school, and together they continued to teach in Franklin until the early seventies, when they came to Indianapolis to teach in the high school there. Here Mr. Thompson was stricken with tuberculosis and died. After some years, in October, 1880, Mrs. Thompson was married to Theodore L. Sewall, who had come to Indianapolis, a graduate from Harvard, and established a classical school for boys. In their early life together Mr. Sewall left the boys' school and with Mrs. Sewall founded the Girls' Classical School. In 1895, after an illness of two years, Mr. Sewall also died of tuberculosis.

After his death Mrs. Sewall continued to carry on the work of the school. Even during the busy years when, besides conducting in her home a *salon* such as his country has rarely known, where celebrities from all over the world met and mingled, she was also serving on important committees, carrying on an active propaganda in behalf of international peace, and founding local, national, and international organizations, she was still engaged not only in the administration but also in the actual work of teaching in the school. Her capacity for work was prodigious. A mere enumeration of her activities leaves one breathless.

In addition to her local and national work for the Association of Collegiate Alumnae she was a charter member of the Indianapolis Woman's Club, and was one of the founders of the College Corner Club, of the Indianapolis Art Association, the Indianapolis Equal Suffrage Society, the Indiana State Suffrage Association, the Indiana Ramabai Circle, the Indianapolis Council of Women, the Indianapolis Women's Exchange, and the Indianapolis Contemporary Club.

These were local activities; but most of the movements she touched soon took on a national and sometimes an international aspect. Her connection with the university extension movement is a case in point. She had gone as a delegate to the national meeting of the Association of Collegiate Alumnae in Buffalo in the fall of 1889. On her return she gave an enthusiastic report of the meeting and urged the local branch to take up university extension as its special work. She was elected chairman of the university extension committee and empowered to select her co-workers. For her chief assistant in the work she chose Miss Amelia Waring Platter, who, along with Mrs. Sewall herself, had joined the Association in the first year of its existence. As no work of this kind had been done west of the Alleghany Mountains this committee had to "blaze the trail." Under the guidance of Mrs. Sewall it formulated its plans, secured the approval of the branch, and went ahead with the undertaking.

It was characteristic of Mrs. Sewall that she was able to inspire that little band of nine Indianapolis women with the courage to undertake such a project and the faith to carry it through. They began the work with a course of six lectures on Economics by Dr. Jeremiah Whipple Jenks, then of Indiana University. The course was a great success in every way except financially. There was a deficit of a hundred dollars which the members paid by voluntary subscription. Still inspired by Mrs. Sewall's optimism, the branch re-elected the committee and authorized it to arrange for two courses the following winter. Dr. Edward A. Ross, Dr. Jenks's successor at Indiana University, gave a course on economics, and Dr. James Albert Woodburn of the same institution, gave one on American history. These courses were successful financially as well as in other respects; but the members refused to reimburse themselves for the previous year's loss and voted to use this surplus to pay their quota to the fellowship fund, which the national Association was creating, and to continue the university extension work.

For two more seasons under Mrs. Sewall's leadership this little band of women carried on the work. At the end of that period so many organizations were planning to take it up that Mrs. Sewall arranged with them a public meeting for the purpose of organizing a larger center to take it in charge, and thus was created the Indianapolis Center for University Extension. During all of this time Mrs. Sewall entertained the lecturers at her home and thus lessened the expense to the branch; and a room in her house was placed at the disposal of the branch for its reference library, and was open to the extension students at all times.

This was the beginning of the university extension movement in the middle west and the west. The success of the work begun by that little group of A. C. A. women in Indianapolis under Mrs. Sewall's leadership touched the imagination of similar minded groups in other communities and the demand upon the colleges and universities gradually created the great extension departments which are today so important and vital a part of our system of higher education.

Just as Mrs. Sewall's creative imagination foresaw the national possibilities of university extension, so it conceived of the innumerable separate organizations of women as parts of a great co-operative union striving for the same general purpose—the bettering of conditions for women and for humanity—a conception which took concrete form in her plan for a national and an international council of women. She was the chairman of the executive committee having in charge the preparation and arrangements for the first council

of women held in Washington in 1888. On March 24, at the first business session of the council, Mrs. Sewall presented briefly a plan for forming two permanent organizations, one national and the other international, which should make possible at regular intervals representative meetings of the character of this one to which the plan was presented. Mrs. Sewall moved "that a committee be appointed to consider the question of national and international councils, and to report to the delegates the basis of organization." From that date Mrs. Sewall has served the national council in the following official positions: From 1888 to 1891, as corresponding secretary; 1891 to 1895, as president; 1895 to 1897, as secretary of foreign relations in the cabinet of the council; October, 1897, to February, 1899, as president, filling the unexpired term of Mary Lowe Dickinson. She was the first honorary president at large of the international council.

In 1889 she was a delegate from the National Council of Women of the United States to the International Council, and in 1891 and 1892 she travelled in France, Belgium, Italy, Germany and Switzerland, holding conferences with the leaders among the women of those countries and awakening an interest in the plan for a World's Congress of Representative Women to be held in connection with the Columbian Exposition in Chicago. The result of her efforts was apparent in the presence of women of many countries at the Congress, over which she presided.

In 1897 she represented the National Council of Women of the United States at the Congress convened under the National Council of Women of Canada, in Halifax.

In 1898 she represented the National Council of Women of the United States in a similar congress convened under the auspices of the National Council of Women of Canada at Ottawa. In July, 1898, she presided as the representative of the Countess of Aberdeen over the deliberations of the executive committee of the International Council of Women, held in London. In August, 1898, she went as a representative of the International Council of Women to The Hague, to assist the women of that country in the organization of a national council of women.

In 1899 she was appointed by President McKinley to represent the women of the United States at the series of Congresses in connection with **L'Exposition Universelle** at Paris. At the meeting of the International Council held in London that year she was a central figure. Here she was elected president to succeed Lady Aberdeen, the election being something more than a routine affair. It was a recognition of her service as the real founder of the International Council and a testi-

mony both to her fitness and to international appreciation of her work.

One might suppose that in a life so busied with large international undertakings little time could be found for merely local or national interests; but Mrs. Sewall managed to find time for them all. A part of the local organizations in which she was the moving spirit have already been mentioned. She formed or assisted in the organization of more than fifty women's clubs of various sorts. Of the present type of women's clubs Sorosis of New York was the first, and of this Mrs. Sewall was a member. At the celebration of its twenty-first anniversary in 1889 at which the Federation of Women's Clubs was formed, Mrs. Sewall was elected the first president of the Federation.

Thus interested in everything that made for the advancement of women in whatever sphere of life or phase of activity, she was strongly drawn to the cause of the political advancement of women. She was a fervent believer in equality of opportunity for men and women and a potent advocate of the suffrage for women as a means to this end.

She began her distinctive work for woman suffrage with the late Zerelda Wallace. She was secretary of the Indianapolis society when Mrs. Wallace was its president and followed her in the presidency. In 1880 the local society invited the National Suffrage Society to hold its convention in Indianapolis. With this meeting began the acquaintance with Susan B. Anthony, Elizabeth Cady Stanton, Frances E. Willard, J. Ellen Foster, Lucy Stone Blackwell, and other women of national note in this cause which afterward ripened into close friendship; and they and many like them were afterward and often Mrs. Sewall's guests.

Mrs. Sewall gave to the cause the great measure of her intense activity and the zeal that characterized all her undertakings. It was at a woman suffrage convention that she made her first public speech, but she quickly rose to high place in the organization and was for many years the chairman of the executive committee of the National Suffrage Association.

One other phase of Mrs. Sewall's life and thought has been revealed by the recent publication of her book, *Neither Dead Nor Sleeping*, in which she recounts a series of psychic experiences, beginning shortly after her husband's death and continuing during the last twenty-three years of her life. Those who knew Mrs. Sewall well and who worked most closely with her through the crowded years of her tireless activity will probably share most fully the amazement expressed by Booth Tarkington who has written the introduction to the book. At Mrs. Sewall's request Mr. Tarkington had

visited her to talk over a manuscript. He went, expecting, as he says, that the book would be "something educational." "Altogether, when I found what it was," he writes, "I simultaneously discovered myself to be in a condition of astonishment which was not abated by a detailed study of the manuscript.

"The amazing thing was, first, that it was written by Mrs. Sewall. There is no lack of 'messages from the dead' in type-writing and in print, nowadays; we have book on book, perhaps too many; but it was to me dumbfounding to find that for more than twenty years this academic-liberal of a thousand human activities, Mrs. Sewall, had been really living not with the living, so to put it. And as I read, it seemed to me that I had never known so strange a story; and at times, dwelling on her long struggle to cure her malady, and to make herself a proper messenger for those known to us everyday people as dead, it seemed again that these almost grotesquely painful sacrifices of the flesh were recorded, not of a modern lady of the world, but of some medieval penitent, feeding upon snow by day and lying prayerful upon a bed of cinders at night, seeking to become a spirit."

Whatever one may conclude as to the validity of the experiences which Mrs. Sewall records, there can be no question as to the completeness of her own conviction; nor is there anything else in her whole life and activity that more completely and unconsciously reveals her love of humanity and her ever-impelling motive to be of use to the world. Without this book it would be impossible to know the whole truth about her.

Mrs. Sewall was first, last, and all the time an educator in the literal sense of that much abused word—one who led others out into wider activity and more abundant life. Especially did she covet for those of her own sex the opportunity for freer development and exercise of all the powers in them that make for righteousness. She loved the Association of Collegiate Alumnae for its great work and its great possibilities and she hoped to the end of her life to be able to arrange for a May Wright Sewall Fellowship under the control of the Association, a hope expressed only a short time before her death to her old friend and co-worker, Miss Amelia Platter. This her long illness prevented. Surely no other memorial of any sort could be a more perfect symbol of the spirit that animated her. Her whole life was a struggle for opportunity—wider and wider opportunity, especially for women. Is it too much to hope that her friends will honor themselves by carrying out this wish as a tribute to her memory?

AMONG THE BRANCHES

The North Dakota Branch has sent in so interesting an out-line of its meetings for the year that we print it almost in full in the hope that it may contain suggestions for other branches struggling with the problem of programs.

"We closed the year in June," writes the secretary, "with a membership of fifty, an increase of approximately 25% over that of the preceding year. Our programs have been varied due to the plan of the program committee of appointing a different member or group of members to provide a program for each meeting, with perfect freedom to work out any kind of program the person or persons appointed desired.

"At the first meeting Mrs. Ruth Hill Arnold of the Home Economics Department of the University gave a very interesting account of the work of the Smith College Unit with which she served during the war. At the close of this address a social hour was spent and cards were passed round to be filled out so that each one was able to take away for future reference a miniature 'Who's Who' in the North Dakota Branch.

"At the second meeting all members were given an opportunity to represent their respective colleges by putting on an original stunt. A prize was given to the alumnae group giving the best stunt. This proved to be a very entertaining program.

"In December the members enjoyed a Christmas party. An original play, written for the occasion, was presented, in which the participants originated their own parts and then acted them to the great satisfaction and delight of all present. At the close of the play the members of the cast acted as hostesses and distributed a generous portion of Christmas cheer, presenting each member with a Christmas stocking, filled with candy, nuts, and popcorn.

"In January the members enjoyed a one o'clock luncheon served by the regular university classes under the direction of our hostesses, Miss Van Hoesen and Mrs. Arnold, who have charge of the Home Economics Department of the University. At the close of the luncheon Dean Ella L. Fulton gave a splendid account of the aims and work of the National A. C. A. and also told of the work of the branch in providing two scholarships for French students and providing the support of six French orphans. After this address we had a 'Foley program' which was especially enjoyed, as Mr. Foley is a North Dakota poet.

"Our next program was the presentation of an Ibsen play, *The Lady From the Sea*. The life and work of Ibsen was given in the introduction. This was a very successful program.

"The March program was unique, being a Mad March Hare party, the keynote being 'We're all mad.' An interesting debate took place and a number of original poems were read.

"The April program was given over to a violin lecture recital by Prof. Franz Rickaby of the English Department of the University. The lecture was based on his experiences while travelling across country, depending upon music from his violin as legal tender.

"In May the fourth annual reception of the Branch was given to the women of the senior class of the University at the President's House on the campus. The work of the national organization was presented to the seniors and a most instructive and inspiring report of the Cleveland meeting was given by Miss Hildegard Fried, who was our representative at the Council meeting in Cleveland.

"The annual meeting was held in June, followed by the annual picnic in the woods on the banks of the Red River of the North.

"We feel that we have had a very successful year in which there has been a growing interest in A. C. A. All members have had an opportunity to take part in the programs and all have had an oppor-

tunity to act as hostesses. Our work has consisted in making contributions to the support of six French orphans—sometimes letters from France have been read at our meetings—and in maintaining our French scholarships for our two French students. Both these students have received the B. A. degree and both have secured good positions to teach. Miss Madeleine Letissier was elected to Phi Beta Kappa. She has been an instructor in French in the University during the past year and has been granted a year's leave of absence. She will return to France with the expectation of returning the following year to take a position in the University as instructor in Romance Languages. Our other French student, Miss Marie Bentegeat, has returned to France for the summer but will return to teach next year in the high school at Williston, N. Dak."

The **Fox River Valley Branch** has had this year as part of each program a talk on outstanding current events. These talks have aroused discussion and have proved very valuable. The Branch raised the money for the scholarship in Lawrence College, which it awards each year to a senior in the Appleton high school, by means of a moving picture benefit. It has also assisted the free milk fund for the public schools.

The **Tacoma Branch** has presented to each of the high schools a bronze tablet upon which is to be engraved each year the name of the senior girl whom the committee of award adjudges most noteworthy for scholarship and womanliness. In token of the award the girl selected receives a pin bearing the inscription, "A. C. A. Award." Two of the members of this far away branch have joined the National Club in Washington.

The **Oberlin Branch** through its educational committee has undertaken the problem of the exceptional child in the local schools and has worked out a plan with the Parent-Teacher Association, the school board and the psychology department of Oberlin College, to give these exceptional children, whether above or below normal, a more careful diagnosis and better teaching.

The expenses of the Branch were managed this year through a very successful "Movie" committee that made arrangements with the local picture show for the production of a good film under the patronage of the A. C. A. As a result the Branch made its annual gift to the Cleveland Bureau of Occupations, covered the expense of local committee work, and made some other contributions.

The **Topeka Branch** is continuing its monthly luncheon meetings during the summer and conducting a summer membership campaign.

The **Greenwich Branch** is continuing its interest in the children of the town. Through the efforts of one of the members stories are still being told at the Public Library to a full room. The Physical Director in the Public Schools, who was obtained through the influence of the club, has proved so valuable that this position has become a regular part of the school system and is supported by the town. The club is now turning its attention to Parents' Leagues in various sections.

The Scholarship Fund has been increased, so that, in addition to supporting a French orphan at a technical school in Paris, it has been possible to maintain a scholarship at Simmons College.

The club is growing in membership and has recently joined the Federation of College Clubs of Connecticut.

MINUTES OF THE COUNCIL MEETING
ASSOCIATION OF THE COLLEGIATE ALUMNAE
April 7-10, 1920—Hotel Statler, Cleveland, O.

Preliminary Meetings

The regular meeting of the Council was scheduled to open on the morning of the eighth, but the seventh had been set aside for preliminary meetings of the board of directors and of committees, particularly the Committee on Recognition of Colleges and Universities and the Joint Committee on Reorganization.

When those who were present on the morning of the seventh met for conference it was found that there was not yet present a quorum of the Board of Directors. On the other hand, there were present members of the Council not on the Board of Directors and it seemed best to make this morning meeting an informal conference to discuss some of the difficult questions of readjustment facing this Council meeting.

The members of the conference were supplied with copies of the condensed report of the four regional committees that had been working on the problem of reorganization and this condensed report became the basis of the discussion.

As additional members of the Council arrived they joined the conference and by the close of the afternoon session those present had arrived at certain conclusions which were presented later as recommendations to the Council and will be dealt with in later pages of this report.

Meeting of Board of Directors

On Wednesday evening there was held a meeting of the Board of Directors to pass upon matters relating to the budget. The minutes of this meeting follow.

The meeting was called to order by the president, Mrs. Rosenberry. The directors present were, besides the president, Mrs. Pomeroy, treasurer; Mrs. Anderson, recording secretary; Mrs. Morgan, vice president at large; Mrs. Wheeler, vice president of the North Atlantic section; Dr. Stevens, vice president of the North East Central section, and Mrs. Martin, executive secretary. Several other councillors were present and took part in the discussions.

The first matter of business was the treasurer's report. Mrs. Pomeroy asked whether she should read the whole report or present only those points requiring action, since the whole report would have to be read the next day to the Council. She was asked to present only the points requiring action. The professional audit had been made. The period covered was an unusually long one because it had been decided, on account of the expense of the professional audit, to let it go for a longer time. This had meant a larger amount of work for the treasurer and such postponement is not advisable. Mrs. Pomeroy then read the balances as they will appear in the printed treasurer's report. She reported also that there is still a considerable amount of money to come in from the branches. This is coming but the branches have been slow this year, probably on account of the increased dues. So far as it is possible to judge at this time there has been no falling off in membership on account of the increase.

During the year there have been several occasions when emergencies have had to be met suddenly and the president, the treasurer, and the chairman of the finance committee have had to take action in regard to expenditures which they can only hope the Council and the Board of Directors will ratify. The president has had to make several trips in the interest of the Association which her travelling allowance, provided in last year's budget, was not sufficient to cover. The finance committee intends to recommend that the travelling allowance for the president be increased

to \$500. Meantime the question is whether the Board of Directors is willing to ratify the overdraft for the president's expenses which had been authorized by the treasurer and the chairman of the finance committee.

Mrs. Morgan moved that the action of the treasurer and chairman of the committee be ratified. Dr. Stevens seconded the motion. The president explained the purpose of the two trips that made the overdraft necessary. The motion was carried.

The treasurer then explained that the expenses of the executive secretary's office to date had been over \$1,600, but that \$200 of this was due to the work of duplicating the catalogue so that it could be arranged not only alphabetically but also geographically and by colleges. The finance committee recommended that this additional expenditure be ratified. Mrs. Wheeler moved that we authorize this \$200 expenditure and it was seconded and carried.

The treasurer then explained that since all the work of the membership committee is done in the office of the executive secretary it is practically impossible to keep a separate account of the cost of it and that the finance committee recommends that the \$200 appropriation of the membership committee be transferred to the office appropriation of the executive secretary. It was moved by Dr. Stevens, seconded by Mrs. Wheeler, that this be done and the motion was carried.

Mrs. Pomeroy then reported that the allowance for office incidentals for the treasurer's office was proving insufficient. The increase in dues seemed to have necessitated a largely increased correspondence. Mrs. Wheeler asked if much of this was due to the work incident to the Club House account. Mrs. Pomeroy thought that not a great deal of it could be attributed to that. Dr. Stevens moved, seconded by Mrs. Wheeler, that the office incidentals for the treasurer's office be increased to \$500. The motion was carried.

The next recommendation of the finance committee was that the expenses of administering the fellowship fund—that is the expenses of the fellowship committee—be transferred to the fellowship fund. This seemed the reasonable thing to do now that we are setting aside a half dollar of each member's dues for the fellowship fund. Dr. Stevens moved that this recommendation be accepted. Mrs. Martin seconded the motion and it was carried.

Another emergency expenditure which must be presented for ratification was the expenditure for the Committee on International Relations. The committee had had no appropriation last year. Mrs. Rosenberry explained that when she went on to New York to confer with Miss Gildersleeve in regard to the work of the committee she found the situation such that it seemed clearly wise, if the control of the A. C. A. over this work were to be maintained without question, that the association do something toward financing it. The bringing of the British women to this country, while it was done under the auspices of our committee, was of course not done with A. C. A. money. It was given from the Commonwealth Fund. Our five hundred dollars was used in helping to maintain the office of the International Association. The British women felt that the five hundred dollar gift was adequate for that purpose. Mrs. Wheeler asked whether any other money had been given besides the Commonwealth Fund. Mrs. Rosenberry replied that none had, so far as she knew. Mrs. Andrews asked whether the International Institute for Education paid anything. Mrs. Rosenberry replied that Miss Newcomb, who had done some of the clerical and secretarial work for the Committee on International Relations, was employed by the International Institute but they had given no other help.

Mrs. Rosenberry asked whether there was a motion to ratify the expenditure of \$500 for the Committee on International Relations. It was moved, seconded and carried that this be ratified.

It was moved by Dr. Stevens that the item of \$500 in the budget for the International Relations Committee for 1920-1921 be appropriated. Motion was seconded. Mrs. Andrews asked whether this appropriation would prevent our spending more for this committee if it could be obtained. Several members replied that it would not. Question was then called for and carried.

The next item was the necessity of making financial provision for the Employment Bureau in Washington. Mrs. Morgan was asked to explain about the Employment Bureau. She replied that last October the A. C. A. had been requested by the United States Employment Service, when it was clear that the appropriation for the maintenance of the service would not get through Congress, to take over the professional section. Mrs. Martin was in Washington at the time the request was made; and since immediate action was imperative, she and Mrs. Morgan agreed to take the responsibility of taking it over, Mrs. Morgan doing the work temporarily on a volunteer basis. At first there was some financial assistance given by the Y. W. C. A. Mrs. Morgan believes that the whole Employment Office in Washington would have been lost if it had not been for the A. C. A. The A. C. A. carried it for some time, and then the work in Washington was reorganized, and, in response to a request from the director in Washington, Mrs. Pomeroy and Mrs. Rosenberry agreed to pay \$100 per month until the Council Meeting and to recommend to the Council to continue this salary until July 1, when it is hoped some governmental provision may be made. The work is largely national in character, and is concerned with the placement of war workers who are being discharged from the government service.

Mrs. Wheeler asked whether it could not be regarded as really war service work. Mrs. Rosenberry replied that it could—that that is really what it is. We should remember also, she added, that it gives us charge for the present, at least, of the valuable professional records that had been collected in Washington.

Mrs. Wheeler moved that we ratify the action of the president and treasurer in spending \$250 for this employment service, and that it be entered as war service. This was seconded and carried.

Dr. Stevens moved that \$250 more be authorized to carry the work to the first of July. Motion was seconded. Mrs. Wheeler asked whether we could get a promise of the control of the records, on condition that we do this. Mrs. Morgan thought not—they belong to the Federal government. If the question is not raised they will stay where they are.

Mrs. Morgan was asked to explain further about the future of this work. She replied that the A. C. A. ought to keep in touch with the development of opportunities for women in the government service. It is very necessary, she said, for some body of women like us to help in the opening of opportunities for women by putting pressure on the officials and by giving out information about positions, etc. She has discussed this matter with Dr. Capen of the American Council on Education. If the A. C. A. could keep such a committee as the Council's Committee on the training of women for public service as an information bureau, it would be very valuable. The motion was called for and carried.

The next item taken up was the appropriation for the sectional vice presidents. Mrs. Rosenberry suggested that we increase the appropriation to \$100 each, and ask the vice presidents to report by the first of June their plans for the use of the money. Miss Nardin suggested that the date go over to November. Some discussion followed. The president brought the question back to the budget by asking how much the appropriation shall be increased. Mrs. Wheeler thought that it should not

be increased without some pretty definite plans. After further discussion it was moved and seconded that the total vice presidents' appropriation be \$1,000 and that they be asked to report their plans to the executive secretary by November 1st. Carried.

The question was raised as to an appropriation for the first vice president. Dr. Stevens moved that the expenses of the vice-president-at-large to this council meeting be paid. This was seconded and carried. Dr. Stevens also moved that we include in the budget \$100 for the expenses of the first vice president. Seconded and carried. The question of expenses incident to conventions was then taken up, and Dr. Stevens moved that we include in the budget approximately \$300 for convention expenses. This was seconded and carried.

Mrs. Rosenberry asked whether a contingent fund should be provided. Dr. Stevens moved that there be a contingent fund of \$500. This was seconded and carried.

The question of the appropriation for the committee on juvenile vocational supervision was also brought up. The secretary reported that Mrs. Moore, the chairman of the committee had been exceedingly ill, and had been unable to push the work of her committee, but that she had written hopefully of next year. Mrs. Hilton reported that Mrs. Moore's friends did not feel that she would be able to do much next year, but that Mrs. Kenney is carrying on Mrs. Moore's work in Chicago, and would doubtless be willing to take on the work of this committee. Mrs. Wheeler moved that Mrs. Kenney be asked to carry on Mrs. Moore's work until she is able to take it up and be given an appropriation of \$50, and that the committee on vocational opportunities for women be cut to \$100 since it had not reported, and had drawn only a small part of its present appropriation. This was seconded and carried.

Dr. Stevens moved that \$150 be appropriated for the housing committee. This was seconded and carried. It was also moved, seconded and carried, that the housing committee expenses of \$30 for this year be paid.

Mrs. Rosenberry then called attention to the fact that as the budget stood nothing had been included for publications. On account of the continually rising prices for printing and paper, it was almost impossible to know what the Journal would cost. There was a long discussion about the character of the Journal, and finally Mrs. Wheeler moved that we have a news letter eight times a year, which should not exceed \$250 per issue. This was seconded and carried.

Announcement of the resignation of the executive secretary was made and the question of the appointment of a successor was next taken up. The question was should we make a permanent appointment now, or only a temporary appointment until the proposed expanded organization be completed. Mrs. Rosenberry asked whether the executive secretary should be in Washington. Mrs. Morgan replied that she did not think on the whole that it was advisable for the executive secretary to be there, though she does think that there must be a secretary in Washington. She did not believe it was possible for the executive secretary to be the Washington secretary who should live in the Club House and meet the many demands that living there would make upon her. She thought that the executive secretary, who should also be the editor of the publications, could probably carry on her work better somewhere else—possibly in Chicago.

After further discussion the question of the salary of the executive secretary was taken up. It was moved by Mrs. Wheeler that the salary be placed at \$3,000 and that \$1,000 be added to the present office appropriation for clerical assistance. This was carried. It was moved and seconded that the budget as it now stands for 1920-1921 be recommended to the council. This was carried. Mrs. Pomeroy reported the recom-

mendations made by the finance and fellowship committees concerning the fellowships. It was moved and carried that the Board of Directors endorse these recommendations.

The meeting was adjourned.

COUNCIL MEETING

Thursday Morning Session

The Council Meeting proper was called to order at about ten o'clock Thursday morning, April 8, in the ball room of the Statler Hotel, Cleveland, with Mrs. Marvin B. Rosenberry, president of the association, in the chair.

The president introduced Professor Emma M. Perkins, president of the Ohio Branch, who, in a short but inspiring address, welcomed the members of the Council. Mrs. Rosenberry responded, expressing the appreciation of the Council for the careful preparations made for the meeting.

The president then announced that it would be necessary to appoint a committee on resolutions and a nominating committee and that the personnel of both these committees would be announced later.

The first item of business was the president's report. (To be printed later). The president then called for the report of the executive secretary who reported informally. The report of the treasurer was presented next. This will be printed in full in the next issue. Meantime it is gratifying to record that the association is in a sound financial condition, with a balance in the treasury on March 31 of \$1,637.65. The fellowship funds show a balance on hand of \$3,227.04. The report made a number of recommendations in regard to changes in the budget for next year but these were left over to be voted on when the report of the meeting of the Board of Directors should be presented. The professional audit had been made except in the case of the fellowship funds. This will be done at the end of the fiscal year and the complete financial statement will then be printed.

The treasurer reported that the funds collected by a committee in New York for the purpose of establishing a Rose Sidgwick Memorial Fellowship had been turned over to the association with the understanding that the association complete the fund so that it will bear an annual stipend of \$1,000 and that meantime there be added each year to the income from its permanent endowment enough to make possible the thousand dollar award. This fellowship is to be administered by the sub-committee on Scholarships and Fellowships of the Committee on International Relations acting in cooperation with the Institute of International Education.

The treasurer also reported that the Committees on Finance and on Fellowships recommend that the Alice Freeman Palmer Memorial Fellowship bearing a stipend of \$1,000 be awarded annually instead of biennially; that the stipend of the European Fellowship awarded annually, be increased from \$600 to \$750; and that the stipend of the Latin-American Fellowship be increased from \$600 to \$750. The ability of the association to take over and complete the Rose Sidgwick Memorial Fellowship and to increase the stipends of our other fellowships in this way is the result of setting aside a half dollar of the increased dues of last year.

Mrs. Pomeroy moved that the summary of the treasurer's report be accepted and printed at this time, the detailed statements of receipts and expenditures to be printed when the professional audit is completed, May 31, 1920. This was seconded by Miss Maltby and passed unanimously.

In reply to a question as to whether the money necessary to complete the thousand dollar stipend for the Ross Sidgwick Fellowship would be taken from the fund the president said that it would not but would come

from A. C. A. current income. No part of the invested fund can be used.

The reports of the sectional vice-presidents were then presented. Since these will be printed in full as soon as possible they are not included here. No report had been received from the Southeast Central or from the Northwest Central Sections. The North Atlantic, South Atlantic, and Northeast Central sectional vice-presidents were present and the Southwest Central vice-president was represented by Miss Eva Johnston.

The sectional reports were accepted as presented and placed on file.

The president then announced the appointment of the Committee on Resolutions consisting of Miss Ada Comstock, chairman, Miss Kirkbride, and Mrs. F. O. Hester.

The meeting then adjourned for luncheon, Miss Perkins, president of the Ohio Branch, presiding at the luncheon. President Thwing of Western Reserve University, and Dr. Winifred Cullis of London University were the speakers and both spoke delightfully.

Thursday Afternoon Session

April 8, 1920

The meeting was called to order by the president at 3.30. The report of the vice-president of the South Pacific Section was read, accepted and placed on file. It was asked that in answer to the criticism of these western branches concerning the dues, a financial statement be sent to each branch.

The report of Mrs. Morgan, vice-president-at-large, was then called for by the president who spoke appreciatively of the untiring work of Mrs. Morgan in connection with the club house project and with government agencies, particularly with the federal employment service.

Since Mrs. Morgan's report was not written a brief abstract follows:

In the early fall the funds for the maintenance of the employment service were inadequate and curtailment was necessary. Mr. Densmore sent out word that it would be necessary to close all field offices on October 10, but he hoped an effort would be made by those in charge to keep them open through local support. A direct appeal was made to the A. C. A. to help maintain the service of the Woman's Division. Mrs. Neale, the head of the division, knew of the kind of work done by the A. C. A. Mrs. Martin was in Washington at the time and in conference with her it was decided that the A. C. A. would handle the work as best it could until some arrangement could be made. On October 10 the president of the Board of Commissioners of the District of Columbia initiated an effort to keep open the men's division. The A. C. A. took charge of the women's. One worker was paid by the Y. W. C. A. and another by the National Catholic War Council. The A. C. A. really saved the local employment service for the city of Washington by keeping up the courage of the men's division. In the professional and clerical service the men's and women's divisions are now operated together. Applicants are divided according to intelligence and not according to sex. Since the men's and women's divisions have been operated together there have been three women examiners and one man. A request has now come that the man be withdrawn and that a woman take his place.

Mrs. Morgan mentioned some of the interesting positions that had been filled. There was apparently no reluctance on the part of men applicants to deal with women examiners. Mrs. Morgan spoke also of the fact that the valuable records of professionally trained persons collected by Miss Adams were, for the present at least, in our keeping.

Mrs. Adams moved that the report of the vice-president be accepted and placed on file. It was seconded by Miss Farr and carried.

Mrs. Rosenberry then called for the list of new branches and the executive secretary presented the following branches for recognition: In California; Pomona Valley and Sacramento; in Idaho, Pocatello; in Illi-

nois, Carthage and Elgin; in Iowa, Cedar Rapids, Grinnell, Marshalltown, Mt. Vernon, and Waterloo; in Japan, Tokyo; in Michigan, Flint; in Minnesota, Rochester; in New York, Adirondack and Eastern Steuben County Branches; in Wisconsin, Kenosha. The chair requested any representatives of these new branches to stand.

Miss Whittaker moved that these new branches be recognized as regular branches of the association and that their representatives be welcomed to the Council. Mrs. Howes seconded the motion and it was carried.

Miss Margaret Maltby, chairman of the Fellowship Committee, then read the report of that committee. (To be printed later). Following are the awards:

Alice Freeman Palmer Memorial Fellow: Dr. Helen Moore Johnson, A. B., University of Missouri, 1907; A. M. 1908; University of Michigan, Ph. D., 1912.

Sarah Berliner Fellow: Miss Helene Connet, A. B., Goucher, 1915; Goucher College Fellow at Johns Hopkins, 1915-17; assistant in Physiology at Johns Hopkins since 1918.

A. C. A. European Fellow: Miss Margaret Buchanan, a graduate student in Physics and Mathematics at Bryn Mawr.

Julia C. G. Piatt Fellow: Miss Elmira Lodor, B. S. in education, University of Pennsylvania, 1915; A. M. 1916. Now a candidate for Ph. D.

Latin American Fellow: Miss Virginia P. Alvarez who has held the fellowship for the last three years and who will this year serve her internship in the hospital and thus receive her license as a physician.

The Boston Alumnae Fellow: Miss Myra M. Sampson, Associate Professor of Zoology at Smith College; Ph. B. Brown University, 1909; A. M., University of Michigan, 1914.

It was moved by Mrs. Hester that the report of the Committee on Fellowships be accepted. Seconded and carried.

In closing her report Miss Maltby had spoken of the importance of the fellowship work of the A. C. A., particularly since it had been intimated to her that the Society for American Fellowships in French Universities proposed in the future to make no awards to women.

The chair offered to entertain a motion that the Council send a protest to the Carnegie Endowment for International Peace against such exclusion of women. Miss Laughlin moved that the Council instruct its Committee on Fellowships to communicate with the Society for American Fellowships in French Universities and inquire the reasons of the society for proposing to exclude women from the fellowships established by it. This was seconded by Mrs. Adams and was carried.

Miss Farr of the University of Chicago asked for the exact name of the society with the suggestion that the college councillors inform their colleagues of this proposal. Miss Maltby gave the title as the "Society for American Fellowships in French Universities," and the address is Dr. I. L. Kandel, 576 5th Avenue, New York City. The president also instructed the councillors of branches to take back word of this action.

The meeting then adjourned.

Thursday Evening Session

This session was given to committee reports. They were exceptionally interesting but are omitted here since they will be printed as soon as possible. In connection with the report of the Committee on International Relations there was presented a tentative draft of a Constitution and By-Laws for the International Federation of University Women. It was agreed by the Council that consideration of this should be postponed to a later session when Dr. Cullis could be present.

The report of the National Club House Committee was then called for. Mrs. Philip N. Moore, chairman of the committee, was prevented by illness from attending the meeting but had sent a report which was read

by Mrs. Martin. The report of Mrs. Pearmain, chairman of the sub-committee on furnishing was also read by the secretary in Mrs. Pearmain's absence; and Miss Morrison of the Kansas City Branch presented the report of Mrs. Orville Martin, chairman of the sub-committee on membership. Mrs. A. Ross Hill, chairman of the sub-committee on finance was not present and had sent no report. Mrs. Pomeroy reported as fully as she could on the financial situation with the data in her possession. The resident membership is now somewhat over two hundred; the non-resident, 287. A much greater effort in behalf of the non-resident membership must be made by the members of the association. The project is too important to the association from every point of view to be allowed to fail. Mrs. Pomeroy reported a balance on hand in the Club House Fund of \$1,390.50. (All these reports will be printed).

Mrs. Rosenberry reminded the association that the Club House enterprise must be carried as a separate undertaking and urged the members of the Council to assist as much as possible in stimulating the membership campaign.

The meeting then adjourned.

Friday Morning Session

April 9, 1920

The meeting was called to order about 9:30, the president in the chair.

There still remained one or two reports in connection with the club house. Mrs. Wheeler was called on to tell the Council how the raising of funds for the furnishing had been carried on. She explained the plan of having five of the alumnae groups of the leading women's colleges of the east assume the responsibility of raising \$3,000 each for furnishing, with the hope that the other \$15,000 needed would be furnished in smaller amounts by the alumnae groups of the other seventy-five or eighty colleges in the association. Smith, Vassar, Wellesley, and Bryn Mawr had pledged the whole \$3,000 each, either in gifts or loans, and Radcliffe and Barnard had together assumed a three thousand dollar pledge. Elmira had secured \$1,500 for the furnishing of the reception room and would raise \$300 more for furnishing. Goucher had also provided \$400 and more was promised. Not all of the pledges had been paid in. The chairman who was to look after Bryn Mawr's share had apparently failed to get the message to the alumnae, but there was no reason to doubt that Bryn Mawr's quota would be forthcoming.

Miss Maltby reported that Barnard had been bending all its energies towards completing the drive for their endowment and that their share would be raised if time could be given. Four hundred of their share had been paid in.

Mrs. Rosenberry asked Mrs. Morgan to explain fully to the Council the matter of the lease.

In reply Mrs. Morgan said that the difficulty arose largely because the owner is rarely in Washington and it has been necessary to deal with an agent. Just after the St. Louis meeting we secured an option on the house at an annual rental of \$6,500. In a few days the lease of the house was sent us and we sent the check for the first month's rent and a list of the repairs desired. The copy of the lease we returned with a request for some minor changes before signing. The agent agreed to the changes and said that he was sending the lease on to the owner to sign. Meantime permission was given for the necessary changes and repairs, amounting to \$2,347. These arrangements are authorized in writing. Permission to deepen a door-way was given and the key of the house turned over with authority to go ahead. Several times the lease was asked for in order that we might sign it, but each time the agent said that the owner had not yet returned it. After some time, with repairs going steadily for-

ward under our direction, rumors reached us that the owner was considering the sale of the property to the Chamber of Commerce. Recently officers of the Chamber of Commerce have said to Mrs. Morgan that they did not know that the A. C. A. had a claim on the house, and that they were "equally victims with us," but this is not true. When their negotiations for the house first began Mr. Hay's agent sent their representative to Mrs. Morgan to secure if possible our consent to the sale, thus practically admitting the validity of our claim.

As soon as we began to suspect that the failure to return the lease was due to something more than Mr. Hay's dilatoriness we consulted a lawyer in Washington recommended to us by Miss Thomas's personal counsel in Baltimore. The conduct of the case has been in his hands ever since; and while, as he says, it is true that no one can ever guarantee the result of a law suit, he believes that we have a perfectly clear case.

When it finally became clear that the owner was attempting to consummate the sale of the property in spite of our claim, we filed suit for the execution of the lease. It should be remembered that during all this time we had been in possession and repairs were going forward. It apparently began to dawn on the agent that "possession is nine points of the law." Accordingly he hired some private detectives to make a "mid-night raid" to secure possession. They roused our colored caretaker in the middle of the night, representing themselves as police officers, told him that the house was under police surveillance, and that he should come along with them. He went, supposing himself to be under arrest. Outside he was told to wait with one of the men while the other pretended to go around the corner to telephone to Mrs. Morgan. On his return he told the care-taker that Mrs. Morgan said he should give them possession and report to her in the morning.

Application was at once made to the court to have the owner declared in contempt of court, since the question which his agent had thus attempted to decide by force was exactly the question then pending in the court. When the hearing was held the judge hardly waited to hear the whole story of our counsel. The case was at once decided in our favor and they were ordered to restore possession. They have appealed. Our counsel believes that there is virtually no chance of a reversal of the decision by the Supreme Court. If, as we confidently expect, they lose their appeal, our suit for the execution of the lease then remains to be tried and cannot be reached before October, 1921.

Meantime we must be prepared to pay all rent due, the instant it is demanded. Unquestionably when the appeal is decided damages will be assessed against the owner for depriving us of possession of the house for a time; but we must be prepared to pay the rent whenever they decide or are compelled to give up the fight. The first month's rent they accepted. Later when they decided not to give us the lease they attempted to return this, but instead of returning our check they sent us one of their own which we promptly returned marked "Refused." We have reason to believe that our check was used to pay the taxes on the place, another bit of evidence that they made a bargain with us which they later tried to repudiate. The second month's rent was tendered at the proper time and refused by them. That check was then deposited in Washington in order to have it ready to tender each month. The most pressing matter now is to keep always on deposit the ever-growing amount of rent due in order that it may be paid instantly on demand. (Applause).

Mrs. Rosenberry said that she was glad to get this complete statement of the case before the association. She felt sure that the members would feel more than ever the necessity of standing back of the enterprise and seeing that it was carried to a successful conclusion. (Applause).

Miss Maltby moved that this part of the Club House report be received and placed on file. Seconded and carried.

The Council proceeded to the report of the Committee on Recognition of Colleges and Universities. Dean Nardin presented the report which will be printed. The report closed with a recommendation for the admission of the following colleges to the accredited list: Ripon College, the Municipal University of Akron, the University of Vermont, the University of Oklahoma, the University of Montana, and Morningside College.

Dr. Stevens moved that the report be accepted and that the colleges be voted on separately. Mrs. Hester seconded the motion. Carried.

It was moved and seconded that Ripon College be accepted. There was no discussion and it was passed unanimously.

It was likewise moved and seconded that the University of Vermont be received and this was carried without discussion.

The Municipal University of Akron was next considered. Information was asked for. Miss Nardin explained that the institution seemed to comply fully with all of the requirements except those relating to physical education. There was a required course in hygiene, but not a required course in physical education. This was not because the institution did not think it important, but because, since their students are day students, living in their own homes, it had not as yet been possible to educate them and their families to a belief in the necessity for it. The institution was ready to require it as soon as it seemed practicable.

Mrs. Pomeroy was much concerned about the question of physical education and thought that the association ought not to give an inch on it.

Mrs. Martin asked whether it was not simply a question of the best method of attaining our ends. There is a strong college club in Akron which has considered becoming a branch but has not done so because the local graduates were not eligible. The question is whether we might not accomplish more by admitting the university and using the club as our agent for bringing about what we desire.

The question was asked what the experience of the committee had been in the past. If colleges were admitted without having met the requirements fully, did they meet them afterward. Miss Comstock, who had been the chairman of the committee for some time, did not think that they did, if once admitted, make much effort afterward to strengthen the weak places in the administration.

President Rosenberry suggested that perhaps, if the Council saw fit to admit the institution, a motion might be made that would meet the situation.

After considerable discussion the question was called for and the vote taken. The motion was carried, nine voting in the negative.

The Universities of Oklahoma and Montana were then voted on separately and admitted by a unanimous vote in each case.

Morningside College was next taken up for consideration. Mrs. Swiggett asked for information in regard to it. Dean Nardin replied that it is on the approved list of the Association of American Universities and that it conforms to all of our additional requirements. Mrs. Rosenberry said that there is no doubt that Morningside is superior to some of the colleges already on the list. Mrs. Gilman of the Sioux City Branch made a personal plea for the college. The vote was then taken to admit Morningside College and it was admitted unanimously.

Before proceeding to the report of the Board of Directors and the proposed budget it was announced by Mrs. Adams, representing the alumnae of the University of Michigan, that five of the members present from Michigan had agreed to write a pledge to furnish one of the five hundred dollar rooms in the Club House.

Mrs. Rosenberry then called for the report of the Board of Directors (printed above), which was read by Mrs. Martin, and the Council then proceeded to consideration of the following proposed budget:

REVISED BUDGET 1920-21

Item	1917-18	1918-19	1919-20	1920-21
1. Salaries:				
Executive Secretary -----	\$2,000	\$2,000	\$2,000	\$ 3,000
Treasurer -----	500	500	500	500
2. Traveling Allowance:				
President -----	150	150	150	500
Executive Secretary -----	300	300	500	500
3. Office Incidentals:				
Executive Secretary -----	1,000	1,000	1,500	2,700
Treasurer -----	150	250	250	500
4. Publications				2,000
5. Committee Expenses and Conferences:				
Membership -----	125	200	200	
Fellowship -----	15	50	200	
Vocational Opportunities -----	125	250	125	100
Juvenile Vocational Supervision -----				
Recognition of Universities and Colleges -----	75	75	75	75
Housing -----				150
Conference of Women Trustees -----	25	25	25	25
Conference of Alumnae Association -----	25	25	25	25
European Fellowship -----	500	500	500	
Naples Table -----	50	50	50	50
Educational Legislation -----	25	25	25	25
School Patrons N. E. A. -----	25	25	25	25
National Council of Women -----	25	25	25	25
International Relations -----				500
6. Expenses:				
Sectional Vice-Presidents ----	500	500	500	1,000
Vice-President-at-large -----				100
War Service -----		750		250
Convention Expenses -----				300
Contingent Fund -----				500
	<hr/>	<hr/>	<hr/>	<hr/>
	\$5,615	\$6,700	\$6,675	\$12,850

Mrs. Rosenberry asked Mrs. Pomeroy to comment on the changes proposed in the budget. This was done and the president asked whether there was any question as to any item of the budget.

It was moved by Miss Laughlin that the budget be considered item by item and then voted as a whole. This was seconded. Carried.

The first item is the salary of the executive secretary. Mrs. Hester protested that three thousand dollars is too little. Mrs. Martin thought that that would be adequate for this year. If the reorganization goes through and the work expands and the resulting association desires to retain the present executive secretary the question of salary can be considered then. Mrs. Rosenberry called attention also to the fact that there is a proposed increase in the office allowance which will relieve the secretary considerably.

Mrs. Rosenberry also called attention to the fact that with the \$2,000 appropriation for publications a News Letter will be issued eight times a year. This item passed without comment.

Miss Doane said that last year at the convention we had a conference

of deans and college professors. She had noted that in this budget no appropriation was made for this conference.

Mrs. Martin thought that these conferences had been very valuable. Until a few years ago the conference of deans had been held only under the auspices of this association. Then a conference was called in connection with the N. E. A. meeting, consisting not only of the deans of the colleges but also of the high and normal schools and of the deans of the state universities. This conference had almost of necessity devoted itself principally to the discussion of administrative questions. In consequence of this development it had seemed wise to us to make our conference a joint conference of deans and college professors and many of the deans had expressed their approval of an arrangement that gave them an opportunity for fuller discussion of more purely educational questions. It would seem as if an appropriation similar to that for the other conferences should be made so that preparation can be made for it if it is desired to continue it.

Miss Doane moved that there be an appropriation of \$25 for this conference. This was seconded and carried.

Someone asked for an explanation of the appropriation of fifty dollars for the Naples Table Association. It was explained that this was a contribution to that association, which by means of similar contributions from other associations and individuals maintains a research table at the Marine Laboratory in Naples to be used by an American woman.

The next item was the appropriation for the Committee on Educational Legislation. Miss Laughlin thought that the proposed appropriation was ridiculously small. The executive secretary agreed with Miss Laughlin and outlined her conception of the work of this committee. Miss Laughlin moved that this appropriation be increased to one hundred dollars. Mrs. White thought that one hundred dollars would do very little even in one state. Mrs. Rosenberry thought it a very important piece of work and thought that it might very well develop into a secretaryship. Miss Apgar said she would like to second Miss Laughlin's motion, though she would be glad to see the appropriation made a thousand dollars or ten thousand. Miss Laughlin asked the treasurer whether our resources would be sufficient to make it \$250. Mrs. Pomeroy said that we had appropriated now only what we can actually see. She believed we would have more, and thought we could safely say \$250. Mrs. White thought the states should help to carry the burden of the work. Miss Laughlin thought also that the states should help and changed her motion to make the appropriation \$250. The seconder of the motion agreed to the change. Mrs. Adams thought it was not well to take too much of the responsibility from the states.

After some further discussion it was moved to amend by making it five hundred dollars. The amendment was seconded. Mrs. Andrews thought that the size of the appropriation would have much to do with the kind of person we could get for the chairman. The opinion was expressed that we ought to keep within the income that we could see as available and that any additional sum needed should be underwritten.

The question was called for and the amendment was carried with 23 dissenting votes. The original motion was then put and carried.

In connection with the appropriation for the Housing Committee the question was asked why the work of this committee was considered appropriate to this association. On request of the President, Mrs. Howes replied that any work that improves housing conditions has a direct bearing on health and education. Moreover the work which the chairman of this committee has done has really been research work in this field. She has just published a book on Housing Conditions for Wage Earners which is coming into use in the universities. She has laid out a large educational

program for housing betterment to be carried out through the branches of the association.

The only item left was that of the contingent fund. No objection was offered to this and the vote was then taken on the budget as a whole and it was passed as amended.

The meeting then adjourned.

Friday Afternoon Session

The session was called to order by the president at about 3:30 P. M. The business before the session was the matter of the tentative constitution and by-laws of the International Federation of University Women. These had been drawn up by the two Committees (British and American) on International Relations and had been submitted to the two national organizations for suggestions, in order that at the coming meeting of the International Federation to be held in London in July the new organization might have before it an expression of opinion from the two constituent organizations.

A copy of the sub-joined tentative draft of temporary arrangements for the year 1919-20 was given to each member of the Council.

Before entering upon the detailed consideration of the provisions it was moved by Dean Johnston, seconded by Dean Nardin, that it is the sense of this meeting that the national organization of American university women should become a part of the International Federation of University Women. This motion was carried.

The Council then proceeded to the consideration of the tentative draft of the temporary arrangements for the present year, taking them up section by section.

Tentative Draft of Temporary Arrangements for the Year 1919-20

1. The Committees on International Relations of the British and American Federations are to be in temporary charge of the International Federation during the year 1919-20. (Chairmen, Dr. Winifred Cullis and Dean Virginia C. Gildersleeve).

2. The central office of the International Federation shall be in London, in connection with the office of the British Federation or its Committee on International Relations.

3. It shall be left to the British Committee to appoint the Executive Secretary of the International Federation for the year 1919-1920. She will probably be the executive secretary of the Committee on International Relations of the British Federation, giving part of her time to the International Federation.

4. The American Federation shall contribute for the year 1919-20 towards the salary of the Executive Secretary, the office rent, cost of stationery, postage, social headquarters, etc., an amount between seventy and two hundred and eighty-five pounds—depending on the development of the plans and on the funds it can secure.

5. The two committees on International Relations shall consider in detail the proposed constitution and by-laws and report suggestions to each other.

6. The Executive Secretary shall arrange a conference, to be held in London in the summer of 1920, at which the proposed constitution and by-laws shall be formally considered and adopted.

7. The voting members of this conference shall be a councillor and two delegates each from the British and from the American Federation, and from any other national federation which has qualified for full membership to the satisfaction of the two committees on international relations. Representative university women of countries not yet possessing

national federations shall be invited to attend certain sessions of this conference in order that wider interest in the International Federation may be stimulated.

8. The British Committee shall begin at once to negotiate with the Swedish women regarding their joining the International Federation and the American Committee with the Canadians.

The president read sections one, two, and three, which were approved. In regard to the appointment of the executive secretary for the International Federation Dr. Cullis, who was fortunately able to be present with us at this session, said that the British Committee had been so fortunate as to secure the services of Miss Theodore Bosanquet, and that the British Universities Bureau had financed this work and made Miss Bosanquet an assistant secretary to do the work of the federation.

In regard to section 4 Mrs. Rosenberry reminded the Council that the association had provided a hundred pounds for the work.

Sections five and six were approved.

Section seven was the first section that aroused any extended discussion. The desirability of limiting so narrowly the number of voting members was questioned. There was also a long discussion concerning equal representation of the various nations in the conference. It was clear that our association would agree that there should be equal British and American representation, but that they would object to any arrangement that would seem to imply an effort on the part of the United States and Great Britain to control the conference.

Miss Laughlin moved that it is the sense of this meeting that section 7 of the Tentative Draft of Temporary Arrangements should read: "The voting members of this conference shall be the delegates from the British and American Federations and such representatives of other national federations as shall be admitted to voting membership by the official representatives of the British and American federations. The British and American federations shall be represented by an equal number of delegates who shall be at least five in number. Representative university women of countries not yet possessing national federations shall be invited to attend certain sessions of this conference in order that wider interest in the International Federation may be stimulated." The motion was seconded and carried after a long discussion.

Section 8 of the tentative draft of temporary arrangements was then approved.

Miss Comstock asked whether she understood correctly that in voting on this we are merely expressing for the benefit of our delegates the opinion of the Council, not giving hard and fast instructions. Mrs. Rosenberry replied that this is her understanding.

The president announced that we were now ready to pass on to the consideration of the tentative draft of a constitution for the International Federation. The secretary emphasized the point that had just been made—that whatever action was taken here is to be interpreted merely as an expression of the opinion of this body on the point under discussion and not as hard and fast instruction to delegates.

Mrs. Parsons then moved that in considering this tentative draft of a constitution for the International Federation the form to be followed in making motions from the floor shall be "it is the sense of this meeting" and not "the Council approves or disapproves." This motion was seconded and carried.

The president then presented the sub-joined tentative draft of a constitution of the International Federation.

Tentative Draft of a Constitution of the International Federation of University Women

ARTICLE I—Purpose. The purpose of this organization shall be to promote understanding and friendship between the university women of different nations and thereby further their interests and develop sympathy and mutual helpfulness between the peoples of the world.

ARTICLE II—Membership. Section 1. Membership shall be open to national federations of university women which are approved by the Council.

Section 2. National federations with 1,000 (?) or more members, shall with the approval of the Council, be eligible to full membership.

Section 3. National federations with less than 1,000 (?) members, shall with the approval of the Council, be eligible to associate membership.

ARTICLE III—The Conference. Section 1. The supreme authority in the federation shall be vested in the annual conference, which shall meet each year at a time and a place to be determined by the Council.

Section 2. The voting members of the conference shall consist of the President and executive secretary of the federation, the councillor and two delegates from each national federation holding full membership, and one delegate from each national federation holding associate membership.

ARTICLE IV—Officers. Section 1. There shall be a president of the federation, elected by the conference annually, who shall be the presiding officer of the Federation, the Conference, and the Council.

Section 2. There shall be an executive secretary of the federation, elected by the conference, who shall be a salaried officer and shall perform the usual duties of a secretary and a treasurer.

Section 3. There shall be a council, consisting of the president, the executive secretary, and one councillor chosen by each of the national federations holding full membership, which shall serve as an executive committee of the federation and have power to act between the annual conferences.

ARTICLE V—Offices. Section 1. There shall be a central office of the International Federation at a place to be designated from time to time by the conference.

Section 2. There shall be international headquarters for information and sociability maintained by the International Federation or by the various national federations at places to be designated from time to time by the Council.

ARTICLE VI—Finance. The expenses of the federation shall be met by annual dues paid by the full and associate members, in amounts varying according to the size of their national membership, the rate to be determined from time to time by the conference.

ARTICLE VII—Amendments. This constitution may be amended at any conference by unanimous vote, or by a two-thirds vote provided that notice of the proposed amendment shall have been sent at least three months in advance to the national federations holding full and associate membership.

No changes were suggested in Article I.

In Article II objection was offered both to the number fixed and to making any distinction in membership. A motion was carried that it is the sense of the meeting that the number 1,000 in Article II, Section 2, is too large.

Miss Laughlin moved that any distinction as to voting power be based on numerical strength and not on different classes of membership, thus

abolishing the distinction between full and associate membership. This motion was seconded and carried.

Dr. Cullis said that she gathered from the discussion and the action taken that it is the sense of the meeting that any national federation, no matter how small, is eligible to full membership and that there shall be only one class of members, any difference in voting power being based on numbers. This was assented to.

The Council then took up Article III. Miss Breed moved that it is the sense of this meeting that we approve Article III when amended in accordance with the amendments approved for Article II. The motion was seconded. Mrs. Morgan called attention to the fact that since associate membership had been dropped the Council would have no meaning. Miss Breed says this is merely a matter of wording. Miss Sinclair announced that she wished to present an amendment to Article IV, Section 3, concerning the Council, when we reach that point, that will remove this difficulty.

Miss Laughlin moved to amend Miss Breed's motion by adding to section 2 "there shall be not more than five voting members for any federation." The amendment was seconded and carried. The original motion was then carried.

The president then called for Miss Sinclair's motion in regard to section 3 of Article IV. Miss Sinclair moved that this section be amended by substituting "and councillors elected by the conference" for "and one Councillor chosen by each of the national federations holding full membership." This was seconded and carried.

Article V was then read and approved.

Article VI was read and it was moved to strike out the phrase "full and associate." This was seconded and carried.

Article VII was also approved with the elimination of the phrase "full and associate."

Mrs. Andrews moved that we approve the tentative draft of the constitution with the suggested changes and the motion was seconded and carried.

The president asked what the Council wished to do in regard to the tentative draft of the by-laws. Mrs. Howes moved that we defer consideration of them since they deal largely with internal arrangements in the national associations and could be considered at any time. This was seconded and carried and the meeting adjourned.

Saturday Morning Session

The meeting was called to order at nine-thirty o'clock by the president who announced that the business of this meeting would be the consideration of the recommendations for reorganization that had been made by the Joint Committee of the four regional committees to whom had been assigned the task of bringing in plans for a readjustment of the association to meet changed conditions.

Before proceeding to this business, however, the president wished to announce the members of the nominating committee. This committee would have the task of nominating the delegates to the International Federation meeting in London as well as that of nominating the officers to be elected at the next convention. The members appointed were as follows: Miss Georgia White, Ithaca, N. Y., chairman; Mrs. Ethel Puffer Howes, Scarsdale, N. Y.; Mrs. Henry Carter Adams, Ann Arbor, Mich.; Miss Lucy Stebbins, San Francisco, Calif.; Mrs. Theodore Cole, Washington, D. C.

The president then presented the recommendations of the Joint Committee on Readjustment. These had been mimeographed and copies had

been given to all members of the Council. The recommendations follow:

1. That the organization be one national organization and not a federation of organizations.

2. That the Council be abolished.

3. That we have an annual convention instead of a biennial convention.

4. That we use as our standard the lists of colleges accredited by:

a. The Association of American Universities.

b. The Association of Colleges and Secondary Schools of the Southern States.

c. The North Central Association of Colleges and Secondary Schools.

d. The Accredited List of the University of California.

as recommended by the American Council on Education, with whatever additional requirements may be added by the A. C. A.

5. That the additional requirements prescribed by the A. C. A. be maintained and administered with discretion by the Committee on Recognition.

6. That there be an individual membership, which shall be either general or branch, and that both general and branch may be either regular or associate members.

7. That the A. C. A. express to the S. A. C. W. its earnest desire to form a union of the two associations to accomplish the national and international program which both have deeply at heart. The A. C. A. believes that the S. A. C. W. shares its earnest purpose to perpetuate in any larger organization, the constantly widening and deepening work for bettering the higher education of women, both in the United States and, so far as possible, in other countries. To effect this union it is proposed that a committee be appointed from the two associations, consisting of the president of each, two members from each, and a seventh member to be appointed by the six already proposed, the Committee on Recognition of the S. A. C. W. and the Committee on Recognition of the A. C. A. to stand ready to assist this joint committee, which will bring in a plan at the convention of the A. C. A. in April, 1921, and at the S. A. C. W. annual meeting in the same year.

8. That the country be divided into a smaller number of sections and that a committee be appointed by the president of the association to consider the question of redistricting the country, with a view to obtaining greater unity and co-operation in the districts than is possible under the present small and artificial division.

9. In case the association decides to change its name, the following names are suggested for consideration by the Council:

a. American League of University Women.

b. American Association of College and University Women.

c. League of University Women of America.

The committee finds itself unable to make recommendations regarding the Executive Committee until the matter of the Board of Directors has been settled.

Miss Laughlin moved that the report of the Joint Committee on Readjustment be accepted and be considered section by section. Mrs. Wheeler seconded this motion. Motion carried.

Proceeding to the consideration of the items of the report, Miss Laughlin moved that the first recommendation be amended to read: "that there be preferably one national organization," etc. This was carried.

Recommendations 2 and 3 were accepted without discussion.

In connection with the fourth recommendation Dr. Tracy moved that there be added to the list of accrediting agencies the Association of American Medical Colleges. Dr. Tracy felt that the A. C. A. deprives itself of valuable service in not admitting medical women. The medical women do

much that would help the A. C. A., and the A. C. A. could help them. If any medical college fails to maintain its standards it is dropped from the list. Mrs. Rosenberry said that the western states felt that this list should be included. This motion was seconded by several persons. Dr. Tracy added that practically all medical colleges require two years of academic work as preparation for this degree. Miss Laughlin spoke in behalf of other professional women, and announced that she would offer an amendment later on this subject. Dr. Tracy's amendment was then passed unanimously.

Miss Laughlin then offered the following amendment to recommendation four: That the question of the inclusion of women graduates in law and theology be referred to a committee to be appointed by the chair, such committee to report at the next convention. This amendment was seconded and passed unanimously.

Miss Breed then moved as another amendment to recommendation four that the A. C. A. Committee on Recognition be instructed to investigate the question of the eligibility of technical colleges for women of which Simmons College is the type and to report on this at the 1921 convention. This was seconded. Miss Eaves spoke in support of this amendment.

Someone asked whether the library schools were included in this request for investigation and the president replied that she would so rule. This amendment was then also carried.

Mrs. Martin then moved that we strike out from recommendation four the phrase "with whatever additional requirements may be added by the A. C. A.," since this subject would have to be dealt with under another recommendation in any case. This motion was seconded and carried.

Miss Cobb moved as a further amendment that the Committee on Recognition consider also the question of including such normal colleges as offer a four-year course leading to the bachelor's degree and including two years of academic work. This was seconded by Miss Laughlin. Miss Farr thought this was a dangerous thing to go into. Mrs. Adams asked whether it was not true that professional schools have six college years and the normal colleges only two. The president reminded the Council that this was only a recommendation to investigate. The amendment was then passed.

Recommendation four was then approved as amended.

Recommendation five was then taken up. Miss Comstock offered as a substitute for this recommendation the following:

That the enlarged organization shall make it a part of its program to bring about in colleges and universities which educate women the conditions specified under 'additional requirements'; and that while taking cognizance of the failure of institutions to fulfill these conditions it shall not necessarily exclude their alumnae from membership.

This was seconded by Mrs. White. A long and very thorough discussion followed this motion which was finally passed unanimously.

Recommendations 6 and 7 were read and adopted.

In connection with the eighth recommendation Miss Laughlin moved that the word 'smaller' be stricken out. The committee when it came to work on this problem might wish to increase the number instead of decreasing it and should be left free to make any recommendation that seemed to be indicated. Mrs. Martin seconded this amendment and it was passed.

The ninth recommendation was presented and it was moved that the whole matter of a name be left without suggestion to the committee on readjustment to report to the convention of 1921. This was seconded and carried.

It was moved, seconded, and carried that the report be accepted as amended.

It was moved by Mrs. Parsons that the Joint Committee on Readjustment be continued, that any other necessary matters be referred to it, and that the committee be augmented as the need develops. This was seconded and carried.

Miss Breed moved that the chair appoint a special committee of three to investigate the relative value of the academic and professional degrees that are required for membership in the various national federations, including the American, that enter the new international federation. This was seconded. Mrs. White wished to know what the ultimate object of this investigation is. Mrs. Martin thought that if representation in the international association comes to be based on numerical strength this might become very important. Several others spoke of the importance of having the investigation. The motion was carried.

Miss Laughlin then moved that we recommend to the conference to be held in London in July, 1920, that it provide for the appointment from each federation of a committee whose duty shall be the investigation of the relative values of the academic and professional degrees granted in the various countries represented in the International Federation. This was seconded and carried.

The executive secretary called attention to the fact that we had as yet given no consideration to the question of affiliated membership. An expression of opinion was asked from the representatives of the affiliated associations present as to its value and for suggestions as to how it could be made more valuable. Miss Snow (Smith), Miss Kirkbride (Bryn Mawr), Mrs. Solter (Goucher), and Mrs. Adams (Michigan), all spoke in warm approval of the affiliated membership. Mrs. Adams moved that the affiliated membership be continued. The motion was seconded by Mrs. Hilton and carried.

Mrs. Pomeroy moved that the affiliated alumnae associations confer during the year as to methods of strengthening and improving this relation to the A. C. A. and that the president of the A. C. A. appoint a chairman for such conference. This was seconded by Mrs. Adams and carried.

The question of affiliation with college clubs was next taken up. A discussion of the subject was interrupted by an announcement from the chair that Dr. Cullis, who was about to leave the city, had come into the room and we should be glad to have a last word from her. Dr. Cullis said that she was glad to have this opportunity to say how much she had enjoyed this meeting and that she hoped to pass on to her own organization something of the inspiration she had received here. She felt very strongly that fundamentally our two organizations are at one. The details which we have been discussing here seemed to her to be after all only details and the discussion had made very clear to her that we are in profound agreement as to fundamentals. She felt that our hospitality and all the kindness that had been shown her were beyond price. Mrs. Rosenberry added that she felt that we had been laying here the foundation of a real spiritual and intellectual League of Nations. Dr. Cullis then withdrew.

Mrs. Wheeler said that she would like to take advantage of this interlude to clear up a misunderstanding about the Washington Club that seemed to have arisen—namely, that we are involved in indefinite expensive litigation. This is not at all the case. The national club house directors are themselves bearing the expense of the litigation. (Applause).

The discussion then returned to the matter of the college club affiliation. Miss Laughlin moved that the regional committees be instructed to investigate the situation in regard to the college clubs in their respective districts with a view to making recommendations as to their possible affiliation or amalgamation with the A. C. A. This was seconded.

Mrs. Morgan thought that the motion ought to be amended to cover amalgamation only, leaving the matter of affiliation to be decided later. Mrs. Howes thought also that the motion was open to misunderstanding

and might raise an expectation on the part of the college clubs or of some of them that we might not be ready to meet.

Miss Cobb moved to amend by striking out the words "affiliation or amalgamation with" and substituting "relations to". The amendment was seconded and carried. The original motion was then carried.

The conclusion of the discussion concerning college clubs was postponed to the afternoon session.

The chair then suggested that it might be desirable to pass a blanket motion providing for a committee to draw up amendments to the constitution along the lines suggested in these recommendations. The question was raised whether we wish to amend the present constitution or whether we wish to have a committee appointed to draw up a plan along these lines for a new organization, this plan to be presented to our 1921 convention and invited groups. Miss Laughlin felt that we had recommended many things which would be used whether we continue as the A. C. A. or as a new organization.

Mrs. Andrews moved that the president appoint a committee of three on constitution to confer with the Joint Committee on Readjustment of this association and with the S. A. C. W. and to report to the convention of 1921. This was seconded. An amendment was offered that there be added the words "and to propose amendments to our constitution to conform to the recommendations that the Council has made." The amendment was seconded but was lost. The original motion was then carried. The meeting then adjourned.

Luncheon Meeting (Saturday)

At the luncheon, at which the councillors were seated by colleges, reports were given from the various college endowment campaigns. Announcement was also made of two gifts of one hundred dollars each by Mrs. B. L. Milliken and Mrs. Charles H. Prescott of Cleveland for scholarships in the college at Tokio and those in China and India, on condition that the association maintain these scholarships permanently. This announcement called forth the announcement of another gift of one hundred dollars from Mrs. Susan Huntington Vernon of Brooklyn for the college at Madrid, on the same conditions.

During the luncheon the Committee on Resolutions through its chairman, Miss Comstock, presented the following resolutions:

I. The members of the Council of the Association of Collegiate Alumnae in attendance at the meeting held in Cleveland, April 8, 9, and 10, desire to express as follows their warm appreciation of the kindness which has been shown them:

- a. To the Ohio Branch for the gracious welcome expressed by its president, Professor Emma M. Perkins, for the cordial hospitality offered them in the beautiful rooms of the Art Museum, and for all the arrangements so thoughtfully made for their comfort and convenience.
- b. To President and Mrs. Thwing for their delightful hospitality in entertaining the Council at tea in Flora Mather Hall.
- c. To the College Club of Cleveland for its courtesy in enabling them to enjoy the College Club play, and in opening the Club House to them for a cafeteria supper, and for its hospitality in entertaining them at tea.
- d. To the management of the Hotel Statler for the uniform courtesy with which the needs of the meeting have been met.

II. The Council further resolves: To express to the Commonwealth Fund through President Max Farrand, its sense of obligation for the generous gift which made it possible to bring Professor Caroline Spurgeon, Dr. Winifred Cullis, and Dr. Ida Smedley MacLean to this country as the guests of the Association of Collegiate Alumnae. The success of our Brit-

ish guests in establishing relations of genuine friendliness and cordiality with American college and university women, assures the future of the International Federation of University Women, and renders the service of the Commonwealth Fund a memorable thing in the history of educational and international movements.

III. Be it further resolved that the Council place on record its belief that in the life of the individual and in the national scheme of education, the training given in the elementary schools is of unexcelled importance; that the standard of personality and training demanded of teachers in the elementary school should be no lower than that expected of teachers in secondary schools; and that the salaries paid these teachers should be commensurate with the importance of their function: and that it record further its hope that college departments of education will present to their students the importance of teaching in the elementary schools, and will offer suitable training for this work.

IV. Whereas: The Association of Collegiate Alumnae is vitally interested in securing for the government service the best qualified and most highly trained college women in the country; and

Whereas: The readjustment of present conditions in the service is of the utmost importance in attracting college women of the best type; therefore be it

Resolved: That the National Council of the Association of Collegiate Alumnae, representing alumnae of eighty-three women's colleges and co-educational universities, do hereby express their approval of the thorough and scientific study embodied in the report of the Congressional Joint Commission on Reclassification of Salaries, and urge upon the Congress of the United States prompt and favorable action upon this report and upon the legislation recommended therein; and be it further

Resolved: That copies of these resolutions be sent to the members of the Senate Committee on Appropriations and the House Committee on Civil Service Reform; and that the officers of this association be authorized to send further copies of these resolutions to all members of both houses of Congress when these bills may come before these bodies, and to take any further action looking toward the enactment of these bills into law.

Saturday Afternoon Session

The meeting was called to order at 2:15 by the president.

It was announced that there were still several important matters to be dealt with and that it had seemed best to divide the time. Twenty minutes would therefore be given to the discussion of the relation between the A. C. A. and college clubs.

Mrs. Hilton was asked to tell something about the situation in Chicago. She reported that in Chicago there is a strong college club of about a thousand members and a not very vigorous A. C. A. Branch of about 300. The presidents of the two organizations and a committee of about five others, all members of both organizations, have been considering plans for consolidation. The influences that have been working to bring about the consolidation are the fact that the international developments within the A. C. A. have appealed to the College Club and the need in so large a place as Chicago for the union of all of the college forces if they are to accomplish anything at all. Some of the College Club members are not in favor of the union and some of the branch members are equally opposed. The dues are fifteen dollars a year. If it is to be done it can be done only by propaganda. The title Chicago College Club will probably be retained with the name of the branch as a sub-title. Existing members will not be compelled to join both organizations but new members coming in will become members of the association as well as of the College Club. The dues will then have to be the fifteen dollars plus the two for the A. C. A.

Miss McKean of Cleveland was asked to tell something of the situation there. She reported that they had also had a committee considering some sort of union in Cleveland, but that here an amalgamation of the branch and the college club was quite impossible. What would probably happen would be a federation of all of the present college clubs with the big general College Club, the A. C. A. Branch coming in simply as one of the affiliated clubs.

Mrs. Morgan spoke on the subject of affiliation where amalgamation is not possible. She pointed out that there is a difference between affiliation of the local college club and the local branch and affiliation of the local college club directly with the national A. C. A. She thought that the latter would simply mean the destruction of the local branch. The Washington Branch, for example, pays dues of about \$700 to the national. An affiliated club would pay much smaller dues and would have most of the privileges of the branch. The result would be that all of the local groups would prefer to become affiliated members.

Miss Apgar reported on the situation in St. Louis. There the branch had invited the college club to unite with it. The college club is the more active and stronger organization. The two boards have met to consider plans and are now busy drafting a constitution to present to both organizations in the near future. The separate committees will have their first full meeting soon and there is good reason to expect a union in the near future. One of the things that will make it possible is the hope of having a club house. Miss Apgar asks that if any branch works out successful plans they be printed in the News Letter.

The Council then took up the subject of institutional membership.

Mrs. Morgan spoke first on this subject. She thought that the more institutions are recognized the stronger the association will be. President McCracken had said that he would be much interested if the institutions in membership were given better representation and an effective conference of the women's colleges and the colleges educating women were made possible. Mrs. Morgan thought that there must be some kind of representation of both the faculty and the governing board.

Mrs. Rosenberry reported that she had had a talk with President McCracken on this subject and that she felt that such a conference must somehow be provided. President McCracken had asked whether we would accept a man delegate and had been told that we should be very glad to do so.

Miss Laughlin moved that this matter of institutional representation be specially referred for consideration to the Joint Committee on Readjustment. This was seconded and carried.

The matter of the Club House was next taken up. Miss Laughlin deplored the absence of the chairman of the finance committee. She felt that the association ought to have a full report as to exactly what money had been collected, whether it had been given or loaned, and exactly how it had been used. She asked that the treasurer make a report on the matter. Mrs. Pomeroy, who had stepped out of the room for a moment, was sent for. While waiting for her the president announced that we would hear the report of the nominating committee.

Miss White, chairman of the committee, reported. Since there seemed to be some uncertainty, she said, as to how many delegates we are entitled to at the international meeting the committee had had to make its nominations to cover contingencies. The committee had assumed that Dean Gildersleeve, as chairman of our Committee on International Relations and as one of the persons in temporary charge of the International Federation, would be recognized as a voting member of the conference. The committee therefore wished to nominate as follows: For councillor, Mrs. Rosenberry, president of the A. C. A. with Mrs. William Morton Wheeler, vice-president of the North Atlantic section, as her alternate. For delegates, Miss M.

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The Council then took up Article III. Miss Breed moved that it is the sense of this meeting that we approve Article III when amended in accordance with the amendments approved for Article II. The motion was seconded. Mrs. Morgan called attention to the fact that since associate membership had been dropped the Council would have no meaning. Miss Breed says this is merely a matter of wording. Miss Sinclair announced that she wished to present an amendment to Article IV, Section 3, concerning the Council, when we reach that point, that will remove this difficulty.

Miss Laughlin moved to amend Miss Breed's motion by adding to section 2 "there shall be not more than five voting members for any federation." The amendment was seconded and carried. The original motion was then carried.

The president then called for Miss Sinclair's motion in regard to section 3 of Article IV. Miss Sinclair moved that this section be amended by substituting "and councillors elected by the conference" for "and one Councillor chosen by each of the national federations holding full membership." This was seconded and carried.

Article V was then read and approved.

Article VI was read and it was moved to strike out the phrase "full and associate." This was seconded and carried.

Article VII was also approved with the elimination of the phrase "full and associate."

Mrs. Andrews moved that we approve the tentative draft of the constitution with the suggested changes and the motion was seconded and carried.

The president asked what the Council wished to do in regard to the tentative draft of the by-laws. Mrs. Howes moved that we defer consideration of them since they deal largely with internal arrangements in the national associations and could be considered at any time. This was seconded and carried and the meeting adjourned.

Saturday Morning Session

The meeting was called to order at nine-thirty o'clock by the president who announced that the business of this meeting would be the consideration of the recommendations for reorganization that had been made by the Joint Committee of the four regional committees to whom had been assigned the task of bringing in plans for a readjustment of the association to meet changed conditions.

Before proceeding to this business, however, the president wished to announce the members of the nominating committee. This committee would have the task of nominating the delegates to the International Federation meeting in London as well as that of nominating the officers to be elected at the next convention. The members appointed were as follows: Miss Georgia White, Ithaca, N. Y., chairman; Mrs. Ethel Puffer Howes, Scarsdale, N. Y.; Mrs. Henry Carter Adams, Ann Arbor, Mich.; Miss Lucy Stebbins, San Francisco, Calif.; Mrs. Theodore Cole, Washington, D. C.

The president then presented the recommendations of the Joint Committee on Readjustment. These had been mimeographed and copies had

been given to all members of the Council. The recommendations follow:

1. That the organization be one national organization and not a federation of organizations.

2. That the Council be abolished.

3. That we have an annual convention instead of a biennial convention.

4. That we use as our standard the lists of colleges accredited by:

a. The Association of American Universities.

b. The Association of Colleges and Secondary Schools of the Southern States.

c. The North Central Association of Colleges and Secondary Schools.

d. The Accredited List of the University of California.

as recommended by the American Council on Education, with whatever additional requirements may be added by the A. C. A.

5. That the additional requirements prescribed by the A. C. A. be maintained and administered with discretion by the Committee on Recognition.

6. That there be an individual membership, which shall be either general or branch, and that both general and branch may be either regular or associate members.

7. That the A. C. A. express to the S. A. C. W. its earnest desire to form a union of the two associations to accomplish the national and international program which both have deeply at heart. The A. C. A. believes that the S. A. C. W. shares its earnest purpose to perpetuate in any larger organization, the constantly widening and deepening work for bettering the higher education of women, both in the United States and, so far as possible, in other countries. To effect this union it is proposed that a committee be appointed from the two associations, consisting of the president of each, two members from each, and a seventh member to be appointed by the six already proposed, the Committee on Recognition of the S. A. C. W. and the Committee on Recognition of the A. C. A. to stand ready to assist this joint committee, which will bring in a plan at the convention of the A. C. A. in April, 1921, and at the S. A. C. W. annual meeting in the same year.

8. That the country be divided into a smaller number of sections and that a committee be appointed by the president of the association to consider the question of redistricting the country, with a view to obtaining greater unity and co-operation in the districts than is possible under the present small and artificial division.

9. In case the association decides to change its name, the following names are suggested for consideration by the Council:

a. American League of University Women.

b. American Association of College and University Women.

c. League of University Women of America.

The committee finds itself unable to make recommendations regarding the Executive Committee until the matter of the Board of Directors has been settled.

Miss Laughlin moved that the report of the Joint Committee on Readjustment be accepted and be considered section by section. Mrs. Wheeler seconded this motion. Motion carried.

Proceeding to the consideration of the items of the report, Miss Laughlin moved that the first recommendation be amended to read: "that there be preferably one national organization," etc. This was carried.

Recommendations 2 and 3 were accepted without discussion.

In connection with the fourth recommendation Dr. Tracy moved that there be added to the list of accrediting agencies the Association of American Medical Colleges. Dr. Tracy felt that the A. C. A. deprives itself of valuable service in not admitting medical women. The medical women do

much that would help the A. C. A., and the A. C. A. could help them. If any medical college fails to maintain its standards it is dropped from the list. Mrs. Rosenberry said that the western states felt that this list should be included. This motion was seconded by several persons. Dr. Tracy added that practically all medical colleges require two years of academic work as preparation for this degree. Miss Laughlin spoke in behalf of other professional women, and announced that she would offer an amendment later on this subject. Dr. Tracy's amendment was then passed unanimously.

Miss Laughlin then offered the following amendment to recommendation four: That the question of the inclusion of women graduates in law and theology be referred to a committee to be appointed by the chair, such committee to report at the next convention. This amendment was seconded and passed unanimously.

Miss Breed then moved as another amendment to recommendation four that the A. C. A. Committee on Recognition be instructed to investigate the question of the eligibility of technical colleges for women of which Simmons College is the type and to report on this at the 1921 convention. This was seconded. Miss Eaves spoke in support of this amendment.

Someone asked whether the library schools were included in this request for investigation and the president replied that she would so rule. This amendment was then also carried.

Mrs. Martin then moved that we strike out from recommendation four the phrase "with whatever additional requirements may be added by the A. C. A.," since this subject would have to be dealt with under another recommendation in any case. This motion was seconded and carried.

Miss Cobb moved as a further amendment that the Committee on Recognition consider also the question of including such normal colleges as offer a four-year course leading to the bachelor's degree and including two years of academic work. This was seconded by Miss Laughlin. Miss Farr thought this was a dangerous thing to go into. Mrs. Adams asked whether it was not true that professional schools have six college years and the normal colleges only two. The president reminded the Council that this was only a recommendation to investigate. The amendment was then passed.

Recommendation four was then approved as amended.

Recommendation five was then taken up. Miss Comstock offered as a substitute for this recommendation the following:

That the enlarged organization shall make it a part of its program to bring about in colleges and universities which educate women the conditions specified under 'additional requirements'; and that while taking cognizance of the failure of institutions to fulfill these conditions it shall not necessarily exclude their alumnae from membership.

This was seconded by Mrs. White. A long and very thorough discussion followed this motion which was finally passed unanimously.

Recommendations 6 and 7 were read and adopted.

In connection with the eighth recommendation Miss Laughlin moved that the word 'smaller' be stricken out. The committee when it came to work on this problem might wish to increase the number instead of decreasing it and should be left free to make any recommendation that seemed to be indicated. Mrs. Martin seconded this amendment and it was passed.

The ninth recommendation was presented and it was moved that the whole matter of a name be left without suggestion to the committee on readjustment to report to the convention of 1921. This was seconded and carried.

It was moved, seconded, and carried that the report be accepted as amended.

the public schools in the problems which they have to face. This was seconded and carried. It was also moved and carried that a special committee of three be appointed to take up this important matter of public education.

Dr. Tracy spoke of the great co-operative health movement launched under the auspices of the Y. W. C. A., known as the Woman's Foundation for Health, in which all of the great national women's organizations are co-operating, and moved that the A. C. A. co-operate with the Woman's Foundation for Health in developing its program. This was seconded and carried.

The president then announced the appointment of representatives of this association on the foundation. The association is entitled to four representatives and the following were appointed: Mrs. Martin, Dr. Tracy, Miss Grace Hubbard, and Mrs. L'Ecluse.

The question of stimulating the membership campaigns was next taken up. Mrs. Andrews felt that the growth in membership depended largely upon the right kind of publicity and this discussion merged into a discussion of the next topic on the program—publicity. Mrs. Andrews said that she had not attended a meeting of the association for a long time and that as she sat and heard the reports and saw something of the significance of the work that the association was doing she was amazed and had felt very strongly that some way should be found of acquainting the world at large with the importance of the work that was being done. She felt that there should be a good write-up of the work for some popular magazine and that reprints should be taken in quantities and sent out to all of our own members and to all persons whom we wished to interest.

Mrs. Howes suggested that the college magazines might be induced to feature the A. C. A. She now had a promise of space for an extended article for the *Smith Quarterly*. She thought that similar privileges might be obtained in the other alumnae quarterlies.

Mrs. Wheeler asked whether it was in order to authorize Mrs. Andrews to secure a person to do what she had suggested. Mrs. Rosenberry said that it was entirely so.

The matter of advertising for the *Journal* was also taken up and Mrs. Wheeler moved that it be suggested to the vice-presidents that they get in touch with opportunities for advertising in their own sections. This was seconded and carried.

Miss Nardin then offered the following motion: That the association authorize the appointment of a committee for the following purposes: (1) To make a survey of the institutions now accredited by the association in order to determine whether institutions are now conforming to the requirements which the Committee on Recognition of Colleges and Universities has formulated as desirable standards; (2) to recommend to the convention in 1921 such amendment of the constitution as may be found necessary in order to provide for the revision of the accredited list; and (3) to recommend to the convention such change in the constitution as will provide permanent facilities for such survey and revision of the accredited list as shall be judged necessary.

The motion was seconded. Dean Nardin spoke in behalf of it and President Rosenberry said that in a conversation with Dean Talbot she had expressed a willingness to be of service to the association in some such way as this. Her long experience as chairman of the Committee on Admissions to this association in the days when the association was the only standardizing agency in the field of higher education in the country had given her unusual preparation for such work. The motion was carried and Mrs. Rosenberry at once appointed Dean Talbot as chairman of the committee with power to select the committee.

The question of honorary membership in the association was next taken up. Many members of the association had expressed themselves as feeling

that there ought to be some way by which the association could recognize distinguished service in the field of women's education on the part of persons who had not received college degrees.

Mrs. Howes moved that the question of honorary degrees be referred to a committee to be appointed by the chair and that this committee be asked to report to the convention of 1921. The motion was seconded and carried.

The chair appointed Miss Cushing with power to select her own committee.

The question of financing the work of the association then came up. Up to the present time the work of the association had been financed out of the membership dues except for the collection of fellowship funds. The question now is whether with such large undertakings before the association it is possible to depend any longer on membership dues only, or whether we must, like many other educational and philanthropic organizations, devise some additional means of financing our undertakings.

Mrs. Pomeroy was asked to speak on what might be expected from the dues. She replied that we should undoubtedly lose some members as a result of the increase in the dues. On the other hand, as nearly as it is possible to tell now we seem to be receiving a rather larger number of new members than usual. There is every reason to believe that by the end of the year we shall show our usual increase and that by next year there will be a very considerable increase.

Miss Farr suggested that we might follow the example of the American Historical Association. In sending out the notice of its dues it called attention to the increased expenses and asked that those who could should send in five dollars instead of the regular dues. It yielded results.

Mrs. Andrews asked whether we have a finance committee. The president replied that we have a committee called the finance committee but that since we have always carried on our work on our dues alone this committee had always acted rather as a committee to care for our money than as a committee for the raising of money—that is, it is really a committee on investing trust funds.

Mrs. Andrews moved that the functions of this committee be enlarged to include the raising of money and that the membership of the committee be increased as needed. This motion was seconded and carried.

Mrs. Pomeroy said that in the effort to raise money it must be understood that no pressure is to be put upon the branches. Miss White thinks that there will be persons especially interested in particular pieces of work that the association is carrying on. She thought that special appeals could be made to individuals for particular pieces of work. Miss Eaves felt that this method would yield results and thought that such contributions need not necessarily come from our own members. In this connection Mrs. Pomeroy announced that after the discussion yesterday in regard to educational legislation \$20 had been given for that work. Mrs. Rosenberry felt disinclined to have many appeals made outside of our own membership and felt that any such appeals made now should be looked upon as a temporary expedient.

Mrs. Wheeler asked whether it would be possible to create a sustaining membership. This was discussed and it was moved that the Council recommend to the convention of 1921 the addition of a sustaining membership at \$25 per year. This was seconded and carried.

It was moved by Mrs. Millikin that this Council recommend to the convention of 1921 that the life membership be increased to \$50. This was seconded by Mrs. Andrews and was carried.

Dr. Stevens said that she thought we ought to call attention to the fact that there is one branch represented at this Council meeting that has a hundred per cent membership—that is, it has in its membership every

woman in the town who is eligible to membership. This is the Niles Branch in Michigan. The Council extended its congratulations to Niles.

Mrs. Pomeroy moved that the minutes of this Council meeting be sent as soon as possible to the presidents of the branches. This was seconded and carried.

The president before declaring the Council meeting adjourned expressed her appreciation of the interest and enthusiasm with which the members of the Council had met the heavy demands of this rather trying meeting, and the cordial co-operation she had received from everyone.

The meeting was then declared adjourned.

BUREAUS OF OCCUPATIONS

Appointment Bureau, Women's Educational and Industrial Union, 264 Boylston St., Boston, Mass. Miss Florence Jackson, Director.

Chicago Collegiate Bureau of Occupations, Room 1804 Mallers Building, 5 So. Wabash Ave., Chicago, Ills.

Bureau of Vocational Information, 2 W. 43rd St., N. Y. City. Miss Emma P. Hirth, Director.

Woman's Occupational Bureau, 216 Meyers Arcade, Minneapolis, Minn. Miss Margaret A. Smith, Manager.

Bureau of Occupations for Trained Women, 302 S. 13th St., Philadelphia, Pa. Miss Rachel Pflamm, Manager.

Bureau of Occupations for Trained Women, 108 City Hall, Cleveland, O. Miss Bertha Keffer, Director.

Virginia Bureau of Vocations for Women, Professional Woman's Building, Richmond, Va. Dr. O. L. Hatcher, President.

Collegiate Bureau of Occupations, Women's Club Building, 1437 Glenarm St., Denver Col. Miss Theodosia E. Raines, Manager.

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Mrs. Sarah M. Johnson, Secretary.

Vocation and Placement Bureau for Business and Professional Women, 608
Central Building, 30 N. Raymond Ave., Pasadena, Calif. Miss Winifred M. Hausam, Manager.

Women's Vocational Bureau, 601 Ridge Arcade Building, Kansas City, Mo.
Mrs. Wm. E. Cramer, Manager.

The Eugene Branch is making a compilation of all Oregon laws relating to women and children which it plans to issue in booklet form.

During the year the Colorado Springs Branch has contributed to the support of the Denver Bureau of Occupations, which was self-supporting before the government took it over and which it is hoped can be made self-supporting again. The Branch has also interested itself in the child labor problem of Colorado. Following a talk before the Branch on Child Labor in the Beet Fields of Colorado, the branch prepared a Child Labor Exhibit, which was shown in one part of the town and then removed for four days to the Chamber of Commerce, where it was in charge of the members of the Branch. On one of these days two speakers made public addresses on the child labor problem. In connection with this four-day exhibit the branch conducted an intensive membership campaign.

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Before the close of the school year the **Niles Branch** brought Miss Helen Bennett of the Chicago Bureau of Occupations to Niles to talk to the high school girls and their mothers about the vocational possibilities open to the girls. A play was given during the year and the proceeds were set aside to form the nucleus of a scholarship fund to be used for the benefit of local girls in college.

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Send to any address above for registration form.

The Fresno Branch gave a card party for the benefit of their scholarship loan fund and netted \$275, which with a promised gift of \$20 enabled them to add almost \$300 to the fund this year. But that is not the end of the story. There is an orphanage in Fresno with no orphans in it because in California they have adopted the modern method of giving orphans a normal family life by boarding them out in normal families. Therefore the executors of a certain will found themselves with a fund of \$5,000 for an orphanage without orphans; and one of them, a woman, learning through the advertising for the card party, of the A. C. A. loan fund for assisting girls in college, conceived the happy idea of using the income of this fund to send an orphan to college. Through the teacher members of the A. C. A. the desired orphan was found, a most charming girl, who without father or mother, had worked her way through high school, and seeing no immediate possibility of college, was planning to take a short business course as the first step toward that longed-for goal. So the money found the orphan and there was rejoicing in Fresno.

The Lansing Branch has made a classification of its members according to occupation this year and finds that it has 14 home makers, 14 teachers, 1 student, 1 geologist, 3 clerks, 3 social workers, 1 librarian, 1 seed analyst, 2 deans of women, 1 bacteriologist, and 2 Y. W. C. A. secretaries. The Branch has undertaken the establishment of a fund for the assistance of students who wish to enter upon or continue their work in high school but cannot do so without this help. The work has met with an enthusiastic response from any organizations and individuals throughout the city and the fund is steadily growing.

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MRS. GERTRUDE S. MARTIN, Ph.D.

Executive Secretary of the Association
Editor

Communications concerning all publication matters, editorial or business, subscriptions, and changes of address should be sent to Mrs. Martin at the office of the Association, 934 Collegiate Alumnae. Communications concerning advertising should be addressed to Mr. J. B. Grace, Advertising Manager, 117 S. Tioga Street, Ithaca.

EDITORIAL

By the time this issue of the JOURNAL reaches our readers most of the branches will have resumed their activities. There ought from now on, therefore, to be no lack of interesting news about branch work. Some of the branches have as yet reported no branch correspondent. If no such appointment has been made, may we urge

once more that it be done as soon as possible. If it has been made may we appeal again to the correspondents to do their duty. We should like to hear from every branch at least once a month. Material intended for publication in any monthly issue should reach the office not later than the middle of the preceding month. We can give no guarantee that all contributions will be printed; indeed, we can give positive assurance that, because of the very strict limitations of space, many of them will not. Do not infer, however, if your special news item fails to appear, that your effort has been wasted. The office is in constant receipt of appeals from branches both old and new, but especially new, for information as to what other branches are doing in certain fields of endeavor and for suggestions as to programs and work. Your correspondence makes it possible for us to give promptly and effectively the

information and the suggestion needed, even though lack of space may forbid publication in the JOURNAL. We hope that every branch may report some time during the year some achievement of so much value and importance as to compel publication in spite of space limitations.

Does it pay to advertise in the JOURNAL? That is the question which every advertiser asks. If our presentation of the facts in regard to our circulation and the personnel of our readers is sufficiently convincing, he may be induced to take space once as an experiment. The rest

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we not count on the loyal cooperation of every member of the Association to make our advertising space as valuable as possible. Read the advertisements; patronize the advertisers; and then let them know that you are doing so because they advertised in the JOURNAL.

In more than forty states—is it forty-one or forty-three?—the state legislatures will soon convene. In many of them it will be for a short period only, limited by law to thirty or sixty days and permitted only every other year—so distrustful of their legislatures have the people of some of our commonwealths, perhaps not without reason, shown

Are We Prepared themselves to be. **for the Legisla-** In how many of **tive Sessions?** these states are our

branches prepared to take an active interest in the proceedings of the legislature? How many branches have appointed a chairman of educational legislation? Has there been any effort in your state to bring about a conference of such chairmen for the purpose of proposing a program of educational legislation? Has any state chairman of educational legislation been appointed to keep the branches and the general members in the state advised as to the legislative situation during the session? Do you know what educational legislation is likely to come up in your state in the approaching session? Do you know what men (or women!) in the legislature are likely to handle any educational measures presented and what their attitude is likely to be? Are you in touch with your state department of education, do you know what legislative program it proposes, do you know whether its program should be furthered or opposed, what are you doing about it? Are you, in short, educationally awake? If not, are you really an educated person or have you only attended college?

Those who were present at the Council meeting in April will perhaps recall the plea of the executive secretary that the Association use its influence to se-

cure better trained teachers, particularly in the elementary schools, and her expression of

Shall the Normal School the hope that
Give Place to the the normal
Teachers College? school might
soon disap-

pear to be replaced by the teachers college and by graduate schools of education in our universities. It has just been announced that the California State Board of Education has approved a plan to reorganize the state normal schools to make them teachers colleges. A bill providing for such reorganization will be introduced at the next session of the legislature and will have the approval of the state educational authorities. Branches in other states interested in the proposed measure can doubtless secure full information from our vice president in the South Pacific section, Mrs. O. S. Barnum, 312 S. Fifth St., Alhambra, California, who is a member of the State Board of Education.

To indicate the future strains for which colleges and universities must now be preparing, Julius H. Barnes, Chairman of the institute for Public Service, has issued a summary for 210

Colossal Growth colleges and universi-
of Colleges and ties which shows en-
Universities rollment for 1914,
1917 and 1920 in col-
lege and professional

courses excluding summer and extension classes, and also what the registration will be in 1930 and 1950 if the growth of the last six years is continued. These 210 colleges, which in 1914 had 187,000 students and last year 294,000, will have 471,000 in 1930 and 831,000 in 1950 if they continue the same number increase each year: if they keep on growing at the average percentage rate of the last six years they will have 659,000 in 1930 and 1,138,000 in 1950.

The six-year increase since 1914 is equal to 18 institutions the size of Columbia in 1914 or 100 colleges the size of Vassar. Taking the lower estimate for 1950, it means finding facilities over three times the total for 1920 at six or seven times the salary cost; it means adding 644,000 students or

200 colleges the size of Yale last year, 60 universities the size of California, 400 colleges the size of Oberlin, over 1,000 colleges the size of Williams, 1,400 colleges the size of Bryn Mawr.

In percentage growth 28 institutions more than doubled, Sweet Briar led with 334 per cent; Boston University came next with 333 per cent, Union 324 per cent, College of the City of New York 293 per cent, University of Arizona 242 per cent, Delaware State 188 per cent, University of Oklahoma 160 per cent, Akron's Municipal University 157 per cent, Stevens Institute 141 per cent, West Virginia 139 per cent, William and Mary 136 per cent, George Washington 136 per cent, and Minnesota 122 per cent.

In numbers the largest increase in six years was by the College of the City of New York, 6,800, University of California 6,200, Boston University 4,700. The smallest increase in any of the largest public universities was 855 by Mississippi and 750 by Cornell. Of the 210 institutions only 14 had fewer students than six years ago, losing all told 668 students, of which Hunter College, N. Y. C., lost 108, Ohio University 126 and Yale 81.

Educators are urged to discuss and consider: How the money is to be provided? To what extent students will pay out of graduation earnings? What, if any, radical changes must be made in purposes and requirements? How the throngs will be housed? Must present universities grow or more universities be built? The Institute for Public Service, New York City, is glad to help in furnishing facts for the discussion of these and similar questions.

When America went into the war there was an immediate rush of college

men to take their places on the firing line. By fall 150 institutions reported that 13,520 students were in the army or navy, and 1,650 had

The Red Cross Roll Call gone into non-military activities. Whereas the undergraduates for the most part went into active service, the alumni, or those of them who for one reason or another were unfitted for army or navy, went into the service of the relief organizations.

Hundreds of college men and women went into the Red Cross. In fact, this organization was largely made up of college personnel. They went into it because it was constructive, because it gave them a chance to apply practically those ideals which are the ideals of America, and which the training they have received in colleges and universities has taught them to honor and cherish.

And then the war ended. A good many people thought that the Red Cross would end too. But disease and suffering did not end with the war. Health, good citizenship, are as important today as they were two years ago. And so the Red Cross work goes on. It still stands for the ideals of America—the ideals which it is the privilege and the duty of every university man and woman to further and cherish.

It is the duty and the privilege, therefore, of every college woman to stand back of the Red Cross, to aid it in every way possible in its after-war campaign for a healthier and happier America. The Annual Red Cross Roll Call will be held November 11-25. Ten million Americans joined or renewed their memberships last year. The Red Cross counts on its college friends to join, again, this year.

The Department of Extension Teaching at Columbia University, besides offering to individuals as heretofore a long list of interesting courses, is this year encouraging the formation of Home Study Clubs. It would seem as if the study sections of women's clubs, which have so often languished because no local leader could be found to direct the work of the section, might find in this new proposal of the University an easy and very profitable solution of their problem.

The Washington Branch still maintains its house for college women at 2506 K Street, N. W., which it opened during the war to assist in meeting the very difficult housing problem for war workers. The use of the house is no longer confined to government workers, and college women coming to Washington can sometimes find accommodations there. A letter addressed to the House Manager at the address given will receive attention.

REPORT OF THE FIRST CONFERENCE OF THE INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN

ADA COMSTOCK, Dean of Smith College

To be permitted to see London again after years of war was in itself a welcome, a sign that the world was once more given to hospitality rather than to conflict and exclusion; but the welcome accorded the delegates to the First Conference of the International Federation of University Women was something particular and personal. Their boats and their trains were met, they were entertained in private houses or assisted in placing themselves in hotels or clubs as their plans dictated; and a considerable number of them were housed in Bedford College itself. From the moment when they registered with Miss Bosanquet at 50 Russell Square they found their mail full of invitations and hospitable suggestions. Six clubs—the American Women's, the Forum, the Halcyon, the Lyceum, the University Club for Ladies, and the University of London Club—extended to them the privilege of temporary membership; and a special club room was opened for them at 106 Russell Street. So adroitly had Mrs. Bertrand Russell and the members of her Committee on Hospitality done their work, so genuine was the friendliness with which the delegates were greeted on every hand, that they had the sensation of becoming in a flash esteemed citizens of London rather than of being outsiders even to the extent implied in the word *guests*. The temper of the Conference no doubt owed much to its hostesses.

Nor was the setting without its effect. Bedford College is unique in its situation. Hardly more than a mile from Piccadilly Circus, in the heart of the largest city in the world, it has about it almost the leafy quiet of Vassar or Mount Holyoke. It has even its little lake, said by the guide book to be a breeding place for water fowl. By what triumph of diplomacy it managed in the year 1913 to ensconce itself in the green recesses of Regent's Park is a question to which one inquirer, at any rate, obtained no answer; but there it is and with room for expansion; and there, so close to the world and yet so undisturbed by it, the Conference had its sessions.

The first of these sessions was a reception and open meeting on the evening of Monday, July 12, to which came guests from London and from the university towns of Great Britain. Among those well known to Americans were Mrs. Bernard Berenson (herself an American), Lady Hardman Lever, Mr. and Mrs. Graham Wallas, and Miss Ethel Sidgwick, the novelist, in memory of whose sister the Rose Sidgwick Fellowship has been established. It would have been an opportunity lost not to attempt to win such an audience to a lasting and well-informed interest in the new federation; and the women speakers—Professor Spurgeon, Dean Gildersleeve, and Dr. Winifred Oullis—addressed themselves therefore to a full and careful explanation of the hopes and aims with which the Conference had been called.

Opposing any idea of the use of such an organization for propagandist purposes, deprecating any implication that the interests of university women were different from those of university men, the speakers set forth clearly the objects which the Federation may achieve. They testified to the pleasure, the mental stimulus, and the breadth of view gained by university women from contact with university women of other countries; they spoke of the enrichment of education by free interchange between nations of students and teachers; and they dwelt upon their hope that the friendliness and understanding thus engendered might not be without effect in the great complex of international relations.

However modestly put, the idea of influencing in any degree the trend of world affairs is not without its audacity; and it was the more gratifying therefore to have from Lord Grey—Viscount Grey of Fallodon—so earnest and cordial an endorsement of precisely that element in the plan. "I suppose," he said, "that what we all feel is an intense desire never to have again a war like the war we have just passed through. But to avoid it, it is essential not merely that there should be good relations

between Governments, but that there should be good relations between peoples." It is difficult to paraphrase his simple, pregnant statements, but the sum of them was perhaps this—that genuine friendliness between nations as between individuals is best secured by a recognition and cultivation of common interests and ideals rather than by artificial efforts to be friendly; and that universities, on account of their permanence, their organization, their "rivalry without hostility," and their growing importance are especially fitted to supply a basis for international relations. Very quietly, then, as if he were unconscious of the weight of his words, as if he were only a pleasant gentleman giving some friends the benefit of his judgment and experience, Lord Grey put the seal of his approval upon the International Federation of University Women. As the delegates left Bedford College that night a program of the Conference, printed and illumined by hand in blue and red and gold, was put into their hands. It was an apt symbol of an occasion characterized by idealism, simplicity, and an utter absence of the forced or the stereotyped.

The next day, Tuesday, July 13, was devoted to open meetings attended not only by the delegates but by other university women who happened to be in London or who came expressly for the purpose. It was an instance of the wise foresight which directed the Conference that only one of the sessions was open exclusively to delegates, and that whatever of information and inspiration it was able to afford was therefore widely accessible. Discussion of the Constitution, even, was invited at these open meetings; so that when the delegates finally met on Wednesday morning they had had the benefit of hearing general principles freely discussed, their own opinions had had time to crystallize, and they were able to transact business with ease and expedition.

The first purpose of these open meetings seemed to be to bring home to the Conference a sense that its membership was indeed far-flung. Dean Gildersleeve, who was in the chair, sketched briefly the history of the Federation, explaining that although it had happened to originate and to receive its first embodiment in action of the British and Amer-

ican associations, it could achieve its purpose only by becoming genuinely representative of all the university women of the world.

As a matter of fact, there were present at this the first Conference representatives of federations in eight countries—Canada, Czecho-Slovakia, France, Holland, Italy, Spain, Great Britain and America; as well as unofficial representatives of the university women of Belgium, Denmark, Norway, Sweden, India, South Africa, and Australia. The short reports given by these representatives were to many of the audience the most thrilling and significant part of the whole Conference. There was no babel of tongues. Only one speaker used a language other than English; all spoke clearly and fluently; and in several instances the precision and distinction with which our speech was used by those to whom it was foreign startled those to whom it was native. "Don't you wish you could speak any language as well as that?" sighed one Anglo-Saxon to another.

In their actual substance the reports were not unlike. In almost every country, it seems, the last quarter of the 19th century saw higher education explicitly opened to women; in almost every country the number of women to take advantage of the opportunity increased steadily but with no great rapidity until the war, with its demonstration of the usefulness of trained women, strongly accelerated the movement. The very uniformity in the general outline of fact left the audience the freer to dwell upon the difference in attendant circumstances and in the narrators themselves. A student of modern history could have read much of the temper and of the political and social experiences of the different countries in the recitals of these representatives; and even listeners less well-informed sat enthralled, as if hearing a great theme rendered in different keys—or should one say on different instruments? Most impressive of all, perhaps, in its reference to recent history, was the report of Miss Novakova, who spoke for the old University of Prague and the new state of Czecho-Slovakia. There was no hesitancy or mistrust in her exultant acceptance of the Federation of University Women and other evidences of in-

ternational friendliness; and as she held out her hands to the delegates inviting them all to visit Czecho-Slovakia, it was clear that in her mind the world-wide fellowship of nations was not an ideal or a theory but an accomplished fact.

From the absorbing reports the audience had to be called away, first to consider certain general issues raised by the Constitution (which, however, was not acted upon till next day), and next to participate in a round-table discussion over which President Thomas delightfully presided. "The next steps to be taken by university women" were defined by President Thomas as associated with co-education, equal pay for equal work, the right of a married woman to continue in her occupation or profession, and the prizes or inducements which can be offered women to lead them to the fullest development of their efficiency as scholars. Each topic was introduced by a ten-minute speech by one of the following speakers: Dr. Jessica Peixotto, Dr. Ida Smedley MacLean, Dr. Mary Leal Harkness, and Dean Ada Comstock. As a means of making higher education more available or more inviting for women each of these steps has its place in the program of a federation of university women; and it was its significance in that regard which the speakers upon it endeavored to define.

As Wednesday, July 14, was the day on which the delegates transacted the official business of the Conference, it has a right, probably, to be regarded as the birthday of the International Federation of University Women. It was on that day, under the chairmanship of Dr. Winifred Cullis and Dean Gildersleeve that the constitution and by-laws were formally considered and adopted. In the discussion two types of questions naturally arose, that relating to definition of terms, and that relating to methods of organization. Even in the homogeneous world of universities, terminologies differ in different countries; and an association which seeks to be world-wide in its membership and prompt and effective in its action necessarily confronts serious problems of organization.

The questions of definition had to do largely with the interpretation of the term "university women" in the article of the Constitution which deals with membership. To the committees which had drafted the constitution, and, in-

deed, to most of the delegates, the term was the equivalent of "women graduates of universities," and was meant to be so interpreted. It was pointed out, however, by the representatives from Norway and Sweden that in their own and in certain other countries the requirements for the degree are heavier and entail a greater expenditure of time than in England or America; that in consequence a smaller proportion of the students who matriculate complete the requirements; and that to demand a degree for membership in the International Federation would be to exclude, in Norway and elsewhere, a large number of women who would be, in point of fact, amply qualified. On the other hand many of the delegates thought with dismay of the results in their own countries of an interpretation which would admit to membership undergraduates and non-graduates. The vote as finally taken supported the use of the term "university women" as meaning "women graduates of universities," but a Committee on Standards was authorized which, in connection with its other duties, should consider and report to the Council any modifications in the interpretation of the term necessitated by the special academic conditions in any nation.

Another question of phraseology and definition brought the Conference to its only grapple with the embarrassments created by the war. In its original draft, Article I of the Constitution declared it the purpose of the Federation "to promote understanding and friendship between the university women of different nations." Whether such a wording gave any definite promise of genuine internationalism; whether, to be specific, it would assure the admission of German and Austrian women if they were to present themselves in due form, was the issue raised by the Scandinavian representatives. As the discussion proceeded, it became evident that on the main issue there was no difference of opinion among the delegates. Everyone favored a genuine internationalism. How soon and on whose initiative the women of the countries of Central Europe might be expected to come in were questions on which every shade of opinion seemed to exist; but there was no dissenting voice in the vote which changed the phrase in Article I to this—"the university women of the nations of the world."

INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN

In the mechanics of organization the most important point to be considered was the make-up of the Council, the body which is to serve as the executive committee of the Federation, with power to act between the Conferences. In order to make the Council fully representative, it was voted that in addition to the officers of the Federation, it should include the chairman of the Committee on International Relations of each national federation; to make it effective in the transaction of business, the number constituting a quorum was set at five; and in order to give each nation a better chance for having representation at council meetings it was provided that if the Chairman of the Committee on International Relations of any country was unable to attend, a deputy, elected by unanimous vote of the Committee might act as her substitute. By such devices did the Conference attempt to serve the gods of both Efficiency and Equality—a reconciliation often as difficult as that mentioned in the Scriptures.

The same problem arose in determining the number of delegates to be sent by each country to the Biennial Conference. To proportion the number of votes to the number of university women in each country would be to overwhelm the Conferences with the votes of large countries. On the other hand, to maintain national interest in the International Federation in as large a country, for instance, as the United States, it is almost necessary that delegates from many localities should attend each Conference. After full discussion of these points, in which the American delegates were glad to hear their country praised for its refusal to dominate by numbers, it was voted that national federations might send to the Biennial Conferences one delegate for each two hundred members, but that the number of votes allowed any country should be limited to five.

With the consideration of the by-laws there arose discussion of the organization of committees and of the imposition of dues. Much of the activity of the International Federation, it was decided, should be carried on in each country by the Committee on Inter-

national Relations of that country; but two international committees were created to report to the Council—the Committee on Standards of which mention has been made, and a committee to consider plans for establishing club houses and hostels in different countries. The bugbear of extraordinary and varying rates of exchange troubled the discussion of dues until firmly dealt with by a resolution to make calculations at the standard rate of exchange before the war.

Officers were elected as follows: President, Miss Spurgeon (England); vice-president, Mrs. McWilliams (Canada); secretary, Miss Theodora Bosanquet (England); and treasurer, Mrs. Alice Lord Parsons (United States).

Then with resolutions of thanks and with the calling of the Council for an immediate meeting, the sessions of the First Conference of the International Federation came to a close. The Second Conference will be called two years hence at a place to be determined by the Council, but with the understanding that if possible the city which is the headquarters of the League of Nations shall be the meeting-place.

Perhaps because the International Federation is too young to have involved itself in a maze of detail, perhaps for some better reason, the Conference was not so feverish and rushed as our American meetings are likely to be. There was time enough to enjoy and appreciate a hospitality which, indeed, compelled enjoyment. The delegates had tea with Miss Douglas at her charming house in Chelsea—the White House, which Whistler built, and in which he lived a troubled year. They were the guests of Viscountess Astor—the first woman Member of Parliament, and an American as we proudly recall—at a reception at which they met many interesting people including Ambassador Davis and Mr. Fisher, President of the Board of Education, and author of the famous Fisher Bill. The University Club for Ladies and the University Board of the Lyceum Club gave receptions for them; Lady Cunard provided them with boxes for the opera at Covent Garden; and on a day of exquisite mellow sunshine they were taken

to tea on the Terrace of the House of Commons.

No less delightful than these larger entertainments were the informal lunches and teas and dinners at which the British hostesses made their guests welcome; and Bedford College was unfailing in its provision of comfort and hospitality. Not in weariness, therefore, not with the feeling of relief usual in those leaving the scene of a conference, did the delegates go their many ways, but refreshed and heartened, and, above all, with a keen sense of gratitude. They were grateful for the kindness which had been shown them, grateful for the careful planning by which the British and American Committees on International Relations had made the meetings so well-ordered and profitable; and most of all were they grateful to the university women in their own countries to whom they owed the privilege of attending this memorable Conference.

LIST OF REPRESENTATIVES

American Association of Collegiate Alumnae.

Dr. Ada L. Comstock, A. M., Litt. D., Dean of Smith College.

Dr. Virginia C. Gildersleeve, Ph. D., LL. D., dean of Barnard College, Columbia University.

Dr. Mary Leal Harkness, Ph. D., Litt. D., President of the Southern Association of College Women.

Dr. Jessica B. Peixotto, Ph. D., Professor of Sociology at the University of California.

Dr. M. Carey Thomas, Ph. D., LL. D., L. H. D., President of Bryn Mawr College, Pa.

Mrs. Wm. Morton Wheeler, A. B. (Wellesley) Vice-President of North Atlantic Section of Association of Collegiate Alumnae.

British Federation of University Women.

Dr. Winifred C. Cullis, D. Sc., Professor of Physiology, University of London. Chairman of Committee on International Relations of B. F. U. W.

Miss Christine M. E. Burrows (Oxford).

Miss Barbara Foxley, M. A., Professor of Education, University College of Cardiff.

Dr. Ida Smedley MacLean, D. Sc. (London).

Dr. Phoebe Sheavyn, Litt. D., Senior Tutor for Women, University of Manchester.

Dr. Caroline F. E. Spurgeon, Doc. Univ. Paris, Litt. D., Professor of English Literature, University of London; President British Federation of University Women.

Canadian Federation of University Women.

Miss Vera Lee Brown, M. A. (McGill) European Fellow of Bryn Mawr College.

Miss Jessie Dykes, M. A. (Manchester). Mrs. Schofield, A. B. (Radcliffe College).

Miss Gwyneth M. Tuttle, M. Sc. (Edmonton) Lecturer in Botany, Edmonton University.

Czecho-Slovakia Federation of University Women.

Miss Emma Novakova (Prague).

France, Societe Feminine de Rapprochement Universitaire.

Mlle A. Amieux, Directrice of the Ecole Normale Supérieure de Sèvres.

Holland, Association of University Women.

Miss M. J. Freie (Groningen).

Italy, Group of the Italian University Women of the Associazione Nazionale per la Donna, and Group of University Women of Milan.

Professor M. Cimino-King.

Spanish Federation of University Women.

Dr. M. de Maeztu, Ph. D. (Madrid).

In addition to the representatives of national federations or associations of university women, printed in the list above, the following countries were unofficially represented:

Belgium.

Miss P. L. Vanderstichele, B. Sc. (Lond.)

Denmark.

Miss Else Bengtsson, Cand. Phil., Copenhagen.

India.

Mrs. Balkwill (Association of Univer-

sity Women in India).

Miss Piroja Powalla, M. A. (Bombay Graduates Union).

Norway.

Miss L. Holby, Stud. Philol., Kristiania.
Mrs. L. Skonhoff, Cand. Mag., Kristiania.

South Africa.

Miss M. K. C. Macintosh (Cambridge).
Miss E. Stephens, B. A., (Cambridge and Cape Town).

Sweden.

Dr.. Eva Ramstedt, Ph. D.

Australia.

Miss L. Macdonald, M. A., Late Principal of Women's College, Sydney.
Mrs. Bernard Muscio.

INTERNATIONAL COMMITTEES

Committee on Club Houses and Hotels.
President M. Carey Thomas (Bryn Mawr College) Chairman.

Committee on Standards.

Dean Ada L. Comstock (Smith College) Chairman.
Mlle. Amieux (Directrice, Ecole Normale Supérieure de Sèvres).
Dr. M. de Maeztu (Residence for Women Students, Fortuny 28, Madrid).
Miss M. K. C. Macintosh (South Africa).
President M. Carey Thomas (Bryn Mawr College).
Professor Marian P. Whitney (Vassar College).

CONSTITUTION

Article I.—Purpose.

The purpose of this organization shall be to promote understanding and friendship between the university women of the nations of the world, and thereby to further their interests and develop between their countries sympathy and mutual helpfulness.

Article II.—Membership.

(1) Membership shall be open to national federations or associations of university women which are approved by the Council, provided, however, that only one federation or association in each nation be approved.

(2) National federations or associa-

tions with a membership of two hundred or less shall be entitled to one vote. An additional vote shall be allowed for each two hundred members above this number up to one thousand.

(3) No national federation or association shall be entitled to more than five votes. Those federations which have more than one thousand members shall be allowed to send delegates to the Conference in the ratio of one person for every two hundred members, but these official delegates shall not have more than five votes between them.

Article III.—The Conference.

(1) The supreme authority of the Federation shall be vested in the Conference, which shall meet biennially, at a time and place to be determined by the previous Conference.

(2) The voting members of the Conference shall be the President, the Vice-President, the Executive Secretary, the Treasurer and the delegates from the national federations or associations, who shall be chosen from among university women holding regular membership in their respective federations or associations.

Article IV.—Officers.

(1) There shall be a President of the Federation, elected by the Conference, who shall hold office for two years and shall be eligible for re-election, provided that the office is never held by the same President for more than two consecutive terms. The President shall be the presiding officer of the Federation, the Conference and the Council.

(2) There shall be a Vice-President of the Federation, elected by the Conference, upon the same conditions, as regards terms of office, as the President.

(3) There shall be an Executive Secretary of the Federation, elected by the Conference, who shall be a salaried officer, shall serve for a term of two years, and be eligible for re-election.

(4) There shall be a Treasurer of the Federation, elected by the Conference, who shall serve for a term of two years and be eligible for re-election.

(5) There shall be a Council, consisting of the President, the Vice-President, the Executive Secretary, the Treasurer and the chairmen of the committees on

international relations of all national federations or associations holding membership, which shall serve as an executive committee of the Federation, and shall have power to act between the Conferences. In case of the inability of the chairman of a committee on international relations to attend a meeting of the Council, that committee may by unanimous vote appoint a deputy from among its members. Five members of the Council shall constitute a quorum.

Article V.—*Headquarters.*

(1) There shall be a central office of the International Federation at a place to be designated from time to time by the Conference.

(2) There shall be international headquarters for information and sociability, maintained by the International Federation or by the various national federations or associations at places to be approved from time to time by the Council.

Article VI.—*Finance.*

The expenses of the Federation shall be met by annual dues paid by the members, in amounts varying according to the size of their national membership, the rate to be determined from time to time by the Conference.

Article VII.—*Amendments.*

This Constitution may be amended at any Conference by a two-thirds vote, provided that notice of the proposed amendment shall have been sent at least four months in advance to the national federations or associations holding membership.

BY-LAWS

I.—*Committees on International Relations.*

Sec. 1. Each national federation or association shall have a committee on international relations especially charged with the promotion of international acquaintance and helpful friendship.

Sec. 2. It shall be the duty of each of these committees to co-operate helpfully with the international educational institute or bureau which is the official headquarters in its country for international educational relations, to see that the interests of women are ade-

quately cared for at this office and to work with it, so far as possible, in arranging for the interchange of women students and lecturers.

Sec. 3. Each committee on international relations shall, whenever possible, have the following sub-committees:

A. *Committee on Scholarships*, which should:

I. Consider and report to the Federation the general policies which should govern international scholarships.

II. Choose or aid in the choice of holders of scholarships or fellowships; for example, by nominating lists of candidates for the consideration of foreign institutions and by advertising foreign scholarships.

III. Raise funds for international scholarships and for supplementing these when necessary; for example, for covering the travelling expenses of winners of foreign scholarships or assisting foreign students in emergencies.

This committee may well have a co-operating committee which may include men and women who are not members of any national federation, in order that general and financial support may be secured.

B. *Committee on Exchange Lectureships*, which should:

I. Investigate carefully possible candidates in its own country for lectureships or junior instructorships abroad, and report to suitable institutions women well qualified in scholarly attainments, character, tact, and personality for this important service.

II. Ascertain what posts in its own country are available for foreign lecturers or junior instructors and encourage in all possible ways the opening or establishment of such posts.

III. Raise money for aiding such plans.

This committee should consist largely of administrative officers of colleges and universities. It might also have a co-operating committee containing "lay" members, in

order that general and financial support may be secured.

C. *Committee on Hospitality*, which should:

I. Conduct or aid in conducting the social side of the headquarters maintained in its country, and in all possible ways assist in receiving and extending hospitality to all foreign women students.

II. Co-operate with the various other organizations which are or might be interested in helping foreign women students or enabling them to develop pleasant social relations in the country they are visiting—such as the local branches of the national federation, university clubs, other social clubs, etc.

This committee may well have some "lay" members.

II. *Attendance at the Conference.*

Though the number of voting members at the Conference is restricted, as many university women as possible shall be encouraged to attend, and open meetings of general interest shall be arranged for their benefit.

III.—*Meetings of the Council.*

The Council shall meet shortly before the Conference, to prepare the business for that assembly, and also shortly afterwards, to plan the carrying on of the affairs of the Federation for the ensuing two years, and at other times at its discretion.

IV.—*Headquarters.*

Sec. 1. The following headquarters are designated, as from July, 1920, and continuing until altered by the Conference or Council.

Central Office of the Federation: London. To be arranged by the Committee on International Relations of the British Federation of University Women.

Washington. National Club-house of the Association of Collegiate Alumnae.

New York. Institute of International Education.

Sec. 2. Efforts shall be made by the committees on international relations to get university and college clubs, local branches of national federations and as-

sociations, and other appropriate organizations to serve as local headquarters, especially for social purposes and particularly at important centres.

Sec. 3. A special committee of the Federation shall be appointed to consider plans for establishing club-houses or hostels, e.g., a hostel at Athens in connection with the American and British Schools, and the building at 4 Rue de Chevreuse, Paris. This committee might appoint sectional sub-committees to act in different localities, and should report to the Council, with the understanding that the Council may take whatever other steps seem desirable.

Sec. 4. A list of headquarters shall be printed and distributed for the benefit of women students going abroad.

V.—*Committee on Standards.*

There shall be a standing Committee on Standards, which shall recommend to the Council for adoption any modifications necessitated by the special academic conditions prevailing in any nation in the interpretation of the words "university women," used in Articles I and II of the constitution and elsewhere, it being understood that except in the above cases the phrase shall be taken to mean "university women graduates." The Committee on Standards shall also investigate and report to the Council and keep on record for consultation, the requirements for membership in all the national federations or associations belonging to the International Federation, and shall perform such other duties connected with the standards of the Federation as may be necessary.

VI.—*Fiscal Year.*

The fiscal year of the Federation shall begin on July 1st.

VII.—*Annual Subscriptions.*

The amount of dues payable annually shall be £1 per hundred members for national federations or associations with less than one thousand members, and at the rate of £25 per thousand for federations or associations with one thousand members or more, calculated at 2 10s. per hundred, the understanding being that for the years 1920-1922 the amounts due will be calculated at the standard rate of exchange before the war.

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I.—*Committees on International Relations.*

Sec. 1. Each national federation or association shall have a committee on international relations especially charged with the promotion of international acquaintance and helpful friendship.

Sec. 2. It shall be the duty of each of these committees to co-operate helpfully with the international educational institute or bureau which is the official headquarters in its country for international educational relations, to see that the interests of women are ade-

quately cared for at this office and to work with it, so far as possible, in arranging for the interchange of women students and lecturers.

Sec. 3. Each committee on international relations shall, whenever possible, have the following sub-committees:

A. *Committee on Scholarships*, which should:

I. Consider and report to the Federation the general policies which should govern international scholarships.

II. Choose or aid in the choice of holders of scholarships or fellowships; for example, by nominating lists of candidates for the consideration of foreign institutions and by advertising foreign scholarships.

III. Raise funds for international scholarships and for supplementing these when necessary; for example, for covering the travelling expenses of winners of foreign scholarships or assisting foreign students in emergencies.

This committee may well have a co-operating committee which may include men and women who are not members of any national federation, in order that general and financial support may be secured.

B. *Committee on Exchange Lectureships*, which should:

I. Investigate carefully possible candidates in its own country for lectureships or junior instructorships abroad, and report to suitable institutions women well qualified in scholarly attainments, character, tact, and personality for this important service.

II. Ascertain what posts in its own country are available for foreign lecturers or junior instructors and encourage in all possible ways the opening or establishment of such posts.

III. Raise money for aiding such plans.

This committee should consist largely of administrative officers of colleges and universities. It might also have a co-operating committee containing "lay" members, in

order that general and financial support may be secured.

C. Committee on Hospitality, which should:

I. Conduct or aid in conducting the social side of the headquarters maintained in its country, and in all possible ways assist in receiving and extending hospitality to all foreign women students.

II. Co-operate with the various other organizations which are or might be interested in helping foreign women students or enabling them to develop pleasant social relations in the country they are visiting—such as the local branches of the national federation, university clubs, other social clubs, etc.

This committee may well have some "lay" members.

II. Attendance at the Conference.

Though the number of voting members at the Conference is restricted, as many university women as possible shall be encouraged to attend, and open meetings of general interest shall be arranged for their benefit.

III.—Meetings of the Council.

The Council shall meet shortly before the Conference, to prepare the business for that assembly, and also shortly afterwards, to plan the carrying on of the affairs of the Federation for the ensuing two years, and at other times at its discretion.

IV.—Headquarters.

Sec. 1. The following headquarters are designated, as from July, 1920, and continuing until altered by the Conference or Council.

Central Office of the Federation: London. To be arranged by the Committee on International Relations of the British Federation of University Women.

Washington. National Club-house of the Association of Collegiate Alumnae.

New York. Institute of International Education.

Sec. 2. Efforts shall be made by the committees on international relations to get university and college clubs, local branches of national federations and as-

sociations, and other appropriate organizations to serve as local headquarters, especially for social purposes and particularly at important centres.

Sec. 3. A special committee of the Federation shall be appointed to consider plans for establishing club-houses or hostels, e.g., a hostel at Athens in connection with the American and British Schools, and the building at 4 Rue de Chevreuse, Paris. This committee might appoint sectional sub-committees to act in different localities, and should report to the Council, with the understanding that the Council may take whatever other steps seem desirable.

Sec. 4. A list of headquarters shall be printed and distributed for the benefit of women students going abroad.

V.—Committee on Standards.

There shall be a standing Committee on Standards, which shall recommend to the Council for adoption any modifications necessitated by the special academic conditions prevailing in any nation in the interpretation of the words "university women," used in Articles I and II of the constitution and elsewhere, it being understood that except in the above cases the phrase shall be taken to mean "university women graduates." The Committee on Standards shall also investigate and report to the Council and keep on record for consultation, the requirements for membership in all the national federations or associations belonging to the International Federation, and shall perform such other duties connected with the standards of the Federation as may be necessary.

VI.—Fiscal Year.

The fiscal year of the Federation shall begin on July 1st.

VII.—Annual Subscriptions.

The amount of dues payable annually shall be £1 per hundred members for national federations or associations with less than one thousand members, and at the rate of £25 per thousand for federations or associations with one thousand members or more, calculated at 2 10s. per hundred, the understanding being that for the years 1920-1922 the amounts due will be calculated at the standard rate of exchange before the war.

referred, and 62 placed. These were mostly in the clerical and professional class, for during only three weeks of the nine, when we had the loan of a clerk from the United States Employment Service, was any attempt made to handle domestics.

This average is somewhat greater than was reached later in the year, a decrease that was due partly to the difference in seasons and partly to the fact that after the first two months much greater care was exercised by the government departments in the release of war workers, certain bureaus, such as the War Risk Insurance, even going so far as to establish reemployment bureaus of their own.

Yet after February 23rd, the date of the consolidation of the office, the average number registered weekly in the clerical and professional departments was 103, referred 62 and reported placed 26. Of these the very large majority were women, released government employees always outnumbering others two to one.

It is always very difficult to draw the line between clerical and professional positions, and this seems especially true of the Washington bureau, which developed a clientele peculiar to its location, leading to clerical positions of a higher than the average type. There are not only the government departments but also semi-government institutions, as the American Red Cross and the National Research Council. International and industrial conferences are constantly being held, which require large clerical forces at short notice. National organizations like the United States Chamber of Commerce and the National Geographic Society are more and more establishing headquarters in Washington, and the National Democratic and Republican Committees maintain clerical and research offices. In these fields there are many clerical positions which are desirable even for college women.

A professional bureau cannot be judged by its placements, as Miss Kinsey points out in her report. More far reaching in its results are the information and advice which are given in such an office and nowhere is this work more needed than in Washington with its unstable population. Some idea of this can be obtained from the fact that while

the professional placements for the office numbered in all something less than one hundred, during the last three months at the professional desk there were interviewed 401 applicants, of whom only 121 were referred to positions. The number of placements was further cut down by 49 people who were offered positions which they did not accept. In short, the experiment of the past year has proved conclusively to all who were engaged in it that even under normal conditions there is a great need for a professional bureau in Washington, at least, a bureau of vocational information. This is all the more desirable since the administrative office of the U. S. Employment Service has just announced that special attention will be paid during the coming year to the development of professional clearance, and an effort made to stimulate and encourage professional placement in the states. If these plans are carried out it will make Washington a very important distributing center for professional workers.

**Report of the Professional Department
of the Citizens' Employment Service
December 1, 1919, to December 1, 1920.**

During the period from December to March the Professional Department of the Citizens' Employment Service has among its placements the following:

Librarian	\$1200
House Manager	50
a month and maintenance.	
Chemist	1440
Secretary	1500
Secretary	1560
Dietitian	
Nurse	
Secretary	1500
Tutor	2
per hour.	
House Manager	60
and maintenance.	
Colorist	20
a week.	
Hostess	1200

The total number of placements was twelve. The average salary, allowing \$600 a year for maintenance, was \$1324.

Several of the most interesting placements made by the department were the house secretary for the A. C. A. National Club House, a secretary for Dr. Yerkes, head of the Information Division of the National Research Council,

a dietitian for the Government Hotels for government employees, an office manager for the National Committee on Prisons and Prison Labor, and several hostess-managers for Y. W. C. A. club-rooms.

Report of Professional Desk March 1, 1920, to July 1, 1920.

Up to March 1st the Professional Desk in the Washington office had been placing women in secretarial, social service, teaching, home economics and research positions. On that date, owing to a reorganization of the office which united men's and women's placement, the professional desk began to place both men and women. This change necessitated work in a number of fields never handled before by the department, as: civil and mechanical engineering with the apprentice positions of drafting, surveying, line work, etc.; accountancy, legal and claim work, and medicine, especially industrial hygiene and public health work.

For a new department we made some interesting placements of professional men. Positions were obtained for two civil engineers at salaries of \$2750, a technical optician was placed at a salary of \$75 per week, a number of accountants at salaries ranging from \$1800 to \$2400, two office managers at \$2400, and three technical translators at \$1800 to \$2400.

The enlarged field had a marked effect upon the range of positions in which we placed women. Several times where men were called for we could substitute women—in medical translation and statistical drafting, for instance. Often a call for a technical man would lead to calls for women in other fields from the same organization. The Public Health Service called first for engineers; later the central office referred another division to us for dietitians. We placed women as school gardeners, translators, teachers, research workers, statisticians, social workers, librarians, publicity workers, secretaries with stenog-

raphy, several supervisors of departments and hospital dietitians.

By far the greatest use to which the professional desk has been put, however, is as a center for information and vocational advice. The situation in Washington is peculiar. It has no local industry; the opportunities for professional placement are offered either by the national government departments or by business and other organizations of national scope. Professional men and women all over the country are interested in positions here. They write in large numbers enquiring about openings under civil service and the government. We keep a complete file of civil service examinations and try to advise intelligently in regard to positions available, salaries, opportunities for study, etc. Often we are able to straighten out a serious entanglement because we are on the spot, as we did in the case of the Armenian woman, a Bryn Mawr graduate, who was barred from examinations for Greek translation because she had married a Greek. Through our efforts she was admitted. Then, too, numbers of men and women who are in Washington for war work, come to us for advice as their work ends. We have hundreds of inquiries about openings in other cities. We have sent people to all the Bureaus of Occupation for Trained Women and in turn have taken care in Washington of many candidates from the bureaus. The placement record although it is good for this time of the year, is not at all representative of what is accomplished. It is most important that the information service and center of exchange should be continued in Washington.

AN EMPLOYMENT POLICY FOR UNCLE SAM

EUNICE R. OBERLY, Librarian, Bureau of Plant Industry,
U. S. Department of Agriculture

At the Cleveland meeting in April the Council passed a resolution to be submitted to members of Congress urging favorable action on the report of the Congressional Joint Commission on Re-classification of Salaries in the Civil Service. In order that all the members of the Association of Collegiate Alumnae should be made acquainted with this report and its tremendous significance, Miss Oberly, who was detailed to the Commission as a "classifier" and is thoroughly familiar with its work, has prepared the following article for the Journal.

The report of the Commission was submitted to Congress on March 12, 1920, and was referred to the House Committee on Reform in the Civil Service. On March 22, Senator Jones of New Mexico, Chairman of the Commission, introduced in the Senate the bill whose draft was embodied in the report, and this was referred to the Senate Committee on Appropriations. Neither committee has taken any action as yet, but it is expected that this will be one of the first matters taken up at the beginning of the next session.

The bill, (S. 4106) has the organized support of the more than one hundred thousand federal employees in Washington, who believe that its weak points can be corrected later if the main features are adopted. It should receive the unqualified and active support of the A. C. A. because of the recognition given to the scientific and professional services, and because of the recognition given to women. The bill states specifically that in the civil service there shall be no discrimination on the basis of sex.

The aim of the Commission, in the words of its secretary, Mr. Keating, has been to make the government service a career. If the provisions of the bill are carried out, it should become a career for women as well as for men, and it is for us to see that it does. At the present time it is particularly important that an informed public opinion should make itself known to the Senate Committee on Appropriations, which has the bill in charge.

L. P. M.

The United States Government is the largest employer in the world and yet—probably because of this fact—it has no "employment policy," worthy of the name. As the country has grown, the government departments have increased their functions and therefore, necessarily their personnel. Each department and independent establishment has been created, as the need for it developed, by a separate bill or "organic act," and year by year the appropriation bill for each is separately considered and passed by Congress, the provisions for each organization being absolutely independent of those of all the others. The result is that there is no uniformity in the various departments in the administration of

matters pertaining to employment practice, such as entrance salaries, salary advancements, promotions, hours of work, pay for overtime, annual leave, sick leave, and the relations of the employees to their superior officers, to each other, and to their environment and working conditions. This fact has been recognized by thoughtful persons in the civil service for some time and it was realized that these conditions were breaking down the morale of the service, engendering dissatisfaction and discontent, with a resultant loss to the service of many of the best employees. The greatest cause for dissatisfaction is the inequality which exists between the salaries paid for similar work in the various departments, the older departments having a low scale of salaries with a stated number of "statutory" positions, at specified salaries, the newer establishments having a higher general scale in the statutory positions, and in addition some "lump fund" appropriations from which salaries may be paid.

A so-called "statutory roll," in an appropriation bill, lists the administrative positions in the bureau or establishment in question by title and specifies the salary to be drawn by the incumbent in that position, and further provides for a specific number of clerks, messengers, laborers and so forth, at certain salaries. This kind of an appropriation makes salary advancement in individually specified positions practically impossible, regardless of growth in work of a certain position, regardless of the faithfulness and efficiency of any given incumbent, and regardless of the fact that a position of similar responsibility may pay a much larger salary in another department; while promotion for the clerks or other employees in a given salary grade is not possible unless there first occurs a vacancy in the next higher grade. When such a vacancy does occur, all those in the grade below are in competition for the single vacancy, and this competition is further increased by the fact that in every organization there are naturally fewer positions in the higher than in the lower salary grades.

Some departments and establishments have "lump fund" appropriations from which the salaries of scientific and technical employees may be paid; and although this has relieved the situation

somewhat, in that it has given administrative officers some leeway in paying more adequate salaries to highly trained specialists (subject, however, to too low maximum restrictions) it has in some instances had a bad effect upon the morale as it creates an impression of unfair discrimination against the clerical force.

There used to be a saying in Washington anent the "government clerk"—"Few die and none resign"—showing the hopelessness of the situation for those in the lower clerical grades, waiting for vacancies in classes above them. This situation is no longer true, however, as regards resignations, for even before the war, the turnover was very large, and it was difficult to procure and hold competent persons in the face of the low salaries and the discouraging conditions surrounding advancement. With the sudden expansion of the war bureaus with their large "lump fund" appropriations with no statutory restrictions preventing these bureaus from competing in the market and paying what must be paid to procure workers, the situation became acute; for experienced and efficient workers in the older departments saw themselves facing the rapidly mounting cost of living in Washington with no hope of salary increases, while young and absolutely inexperienced workers in the new bureaus and establishments came in at entrance salaries which in the old days would have seemed munificent to the average clerk, and received rapid promotion. Nor was the morale of the service improved by the rigid restrictions on transfers between departments. Some of the old employees in rapidly expanding departments like the War and Navy departments profited by the situation by procuring substantial increases in recognition of their increased work and responsibility, but the employees in the non-war departments were worse off than before.

Persons who have been long in the civil service and who have the interest of the service at heart, are seeing with alarm what is coming to be almost a dissolution of the service, due to the conditions sketched above. It is difficult to hold the clerical force, but the situation is most serious in the research bureaus. In spite of the fewer statutory restrictions these bureaus are losing many of their best and oldest specialists, who have

finally been forced reluctantly to accept the better salaries and conditions offered outside the government service. In one of the great constructive departments, the Department of Agriculture, the statutory maximum for lump fund salaries is \$4,500, which manifestly is absurdly low at this time. As competent persons will not accept the entrance salaries offered them, positions are left necessarily vacant or else persons far below the grade of those formerly employed are coming into the service, with the result that the whole tone of the service will ultimately be lowered.

The acuteness of the situation was finally borne in even upon Congress, so that by an act passed in March, 1919, there was created a "Joint Congressional Commission on Reclassification of Salaries," charged with the duty of investigating "the rates of compensation paid to civilian employees by the municipal government and the various executive departments . . . in the District of Columbia . . . and reporting . . . what reclassification and readjustment of compensation should be made for the same character of employment throughout the District of Columbia."

The Commission appointed wisely recognized the fact, that in order to ascertain what would be uniform and equitable compensation for the work done in the government service, it would be necessary first to classify positions. This entailed a specific and detailed "job-analysis," to ascertain the character of the work being done by the persons in the government service in Washington. With this end in view, individual questionnaires were distributed to all employees in Washington, as of April 28, 1919. They answered a number of questions, these answers being certified to by the immediate superior in charge of the work, the questionnaires being then returned to the employee for final signature, so that he might make an appeal against any objection made by his superior to his statement concerning his duties. This was an excellent plan for it engaged the confidence of the body of the employees in the Commission's desire to procure definite and accurate facts, in such detail as had never been attempted by any previous committee or commission undertaking similar work.

A group of "classifiers" detailed

from the various government departments, under the direction of an outside staff of commercial classification "experts" then studied these questionnaires and grouped them into services and classes in accordance with standard methods of "job analysis" employed in previous work of this kind which had been done for the Dominion of Canada, for various municipalities and states in this country, and for industrial and commercial concerns. The object of the study was to group the questionnaires first into "services," on the basis of the general character of the work performed, as, for instance, "the clerical service," the "skilled trades service," the "scientific and technical services," then to allocate the questionnaires in the various services into classes which had been set up on the basis of the similarity of duties and the educational qualifications and experience required for the performance of these duties.

It was a tremendous piece of work, which had to be done in all too short a time. 107,000 individual questionnaires were studied and grouped and descriptions of the duties and qualifications for 1,700 classes were written and submitted to committees, for advice and criticism. While this was being done by one group of the detailed staff, another group was making studies of employment practices in the various government departments to show the amount of compensation paid for comparable duties by the government and by outside concerns, this data being compiled and tabulated for the use of the Commission in making their final salary recommendations for the classes which had been set up.

The report¹ finally submitted to Congress is a volume of 800 pages, in two parts. Part I consists of the findings of the Commission concerning the lack of equity and uniformity in present rates of compensation, and the recommendations for bringing about and maintaining equity and uniformity in these respects; findings and recommendations

(1) Report of the Congressional Joint Commission on the Reclassification of Salaries. Washington Govt. Print. Off., 1920. 66th Congr., 2d sess. House of Representatives, Doc. No. 686.

No longer available at Govt. Printing Office. Copies may be procured for \$1.10 from The National Federation of Federal Employees, 1423 New York Avenue, Washington, D. C.

concerning conditions of employment, selection, training, efficiency, advancement, removal and retirement from the service; the draft of a bill for the adoption and administration of the classification and schedules of compensation; and a description of the methods of work employed by the Commission in accomplishing its results. Part II consists of the detailed classification of positions and is arranged under 44 services in three groups as follows: (1) "Services involving clerical, office or commercial work; (2) Services involving the skilled trades, manual labor, public safety or related work; (3) Services involving scientific, technical, professional or subsidiary work." For each class is given the title of the class; the specification for the class, consisting of a statement of the duties of positions in the class and the educational qualifications and training required for entrance to the class; the principal lines of promotion; and the compensation recommended by the Commission.

Some interesting and suggestive recommendations are contained in Part I, concerning such matters as the retirement² of superannuated employees, the training of employees for more efficient performance of their duties, and the working out of comprehensive health and safety programs. Many of these recommendations were not included in the bill, as the Commission did not want to endanger its enactment by the inclusion of what might have been considered, at this time, extraneous matter. But the recommendations, all the result of a thorough and scientific study of the government service, may later, perhaps, be included in further constructive legislation for the improvement of the Federal civil service.

The time devoted to the classification of positions as embodied in Part II of the report, was far too short to make of the classification a perfect piece of work. It falls lamentably short of this, in certain services especially, and in many instances the salaries recommended are far too low for the work performed and the qualifications required, the Commission having been very evidently influenced primarily by present salaries paid within the government,

(2) The retirement bill was passed after this report was submitted to Congress.

with the result that underpaid services will continue to be underpaid on the basis of their recommendations. Nevertheless the "Classification of 1920" unsatisfactory as it is, recognizes and establishes the principle of uniform pay for uniform duties and qualifications and, a point of tremendous importance, provides for a minimum and maximum salary for each class with "periodic" "efficiency" or "longevity" increases, thus doing away with one of the worst features of the present statutory roll, and offering to the efficient employee certain advancement to the maximum in his class, and possible advancement to a higher class.

This report of the Commission which was submitted to Congress on March 12, 1920, is an epoch making document in the history of the United States Civil Service. It contains the draft of a bill, which if adopted will be the first concerted and constructive piece of legislation relating to the civil service since the great bill of 1883, which created the Civil Service Commission and introduced the competitive examination for entrance, thereby initiating a system based on merit and efficiency, and ending the spoils system.

By making the Civil Service Commission the central employment agency for the government, and by creating a Civil Service Advisory Council com-

posed of equal numbers of administrative officers and employees, representing the different occupational groups, this new bill ensures uniformity in the administration of personnel matters and the participation of employees themselves in the formulation and administration of personnel relations, while the classification, as stated above, at least works a beginning toward uniform pay for uniform work and reasonable salary advancement.

A properly organized, efficiently administered civil service should be the concern, not only of the administrative officers of our government, but of all intelligent citizens. Probably few persons outside of Washington, not having some personal knowledge of the work of this Commission know of its existence, or of the exigencies of the situation which make it so urgent that the report should not be shelved and its work forgotten. The public should be educated concerning this important matter, and then this informed public opinion should make itself known to Congress, so that the far seeing Congressmen who realize the importance of the measure, may be supported in their contest against those who pretend to see in any legislation which will tend to better the condition of the government employee a raid on the treasury, rather than a provision for a fairer, juster, more business-like, and, therefore, a more efficient civil service.

SCHOOL BOARD SERVICE DIVISION—BUREAU OF EDUCATION

J. F. ABEL, Director

For a number of years many people working in education in the United States have felt that there was need of a central register of educators, a catalogue of brains, to which one might turn and find the names of those best fitted by training and experience for any given line of school work. At the 1914 meeting of the Association of Colleges and Preparatory Schools of the Middle States and Maryland Dr. Elmer E. Brown suggested that a register of college teachers be kept by the Bureau of Education as soon as possible. In January of 1915 Mrs. May L. Cheney¹ sent

to the Bureau a paper on "The Conservation of Thinking Power" in which she outlined a plan for measuring the ability of persons in the profession of education and of placing them where they could best serve. Mrs. Cheney's plan contemplated that all teacher training schools should maintain appointment offices and so correlate their work that the record of any student could be readily sent from one and received at its face value by another. She proposed a special register at the State Superintendent's office for rural teachers and suggested methods by which the growth and improvement of any teacher could be known. To complete the system she would have had at the Bureau of Education a division whose duties

(1) Chairman of the national A. C. A. Committee on Vocational Opportunities for Women.

were to study methods of teacher placement in the different states, to keep a record of all appointment offices with the names of the proper officers, to know the ways of transferring teachers from state to state, and to keep a register of certain classes of teachers and where they were best trained or might be found.

The suggestions of Dr. Brown and Mrs. Cheney are typical of many that have been made to the Bureau of Education. It is sufficient to say that there is now much thought along the general line of large clearing centers of professionally trained people and that the present shortage of teachers has made it seem especially desirable to have a careful survey of the nation's resources in that profession and to use them to the very best advantage.

The purpose of this paper is to state briefly what has actually been done in the Bureau of Education along the line of a National Register of Teachers. The experience may be of value.

In the autumn of 1918 when the war was still on and it seemed desirable that French be taught rather widely in the United States, the Bureau undertook to work out with the French High Commission and the National Council on Education a plan for bringing over French teachers and placing them in American schools. The plan failed, partly because the Bureau had no one in France to organize and direct the work who was familiar with the needs of American schools. This was one of the first organized attempts of the Bureau to undertake teacher placement.

In September of that year a cursory survey made by questionnaire of the teacher resources of the nation, indicated that the schools were lacking at least 50,000 teachers and that about one-sixth of the teachers who were beginning work were little more than grade school graduates, without any training for the profession. The notoriously low salaries, the mounting cost of living, the allurements of the commercial world, and other things combined to take many of the best men and women out of the school room. From a sense of duty a large number entered the service of the United States. At least twenty thousand were in the departments at Wash-

ington. The already too small percentage of men teachers had been greatly decreased by voluntary enlistment or the draft. Oklahoma had given to the war machine 1,400 of its 4,000 men teachers, and other states in like proportion. In spite of this depletion and the absolute necessity that the nation's strength be concentrated on winning the war, it was felt that the schools must be kept going at full speed and that the quality of the teaching must be of as high a grade as possible.

The situation was called to the attention of President Wilson and on September 30 he allotted to the Bureau from the fund for National Security and Defense, \$25,000 to maintain and establish a School Board Service Station to assist school officers throughout the country in obtaining teachers. The Committee on Education and Special Training of the War Department had already asked assistance in getting qualified instructors for the Student Army Training Corp units.

Early in October the Commissioner of Education announced the establishment of the division for the purpose of assisting officers of education in finding teachers for colleges, normal schools and technical schools, superintendents and principals of schools, and teachers and supervisors of special subjects in secondary and elementary schools; such teachers as are usually sought and obtained from the country at large rather than from the communities in which the schools are located. He asked that educational institutions send in lists of former graduates, those about to graduate, former faculty members and the names of any persons who were capable of teaching and who might be induced to take up the work. The aim was to use to the best advantage the available teaching corps and to call into the profession as a patriotic duty all who could be of use. Wide newspaper publicity was given to the campaign to keep the schools open and to the work of the division as a help in attaining that end.

Registrations and requests for nominations began promptly. By February 1 thirty-five hundred names of teachers had been received, and the division had made nominations to eleven hundred positions in high schools, colleges and universities and to four hundred or more

grade and rural schools. In addition to maintaining a list of workers immediately available the Bureau undertook a Directory of men and women who were satisfactorily placed and did not wish to have their names used as candidates for other places.

The abrupt termination of hostilities in November and the consequent beginning of demobilization made it seem possible that many of the returning soldiers could be secured for teaching places. The especially well selected and well trained group of young psychologists, some three hundred in number, who were released in December and January, were registered with the Bureau and the attention of superintendents in larger cities was called to the unusual opportunity to establish departments of psychology and research. The Bureau attempted to arrange with the Adjutant General's office a plan for placing discharged soldiers who were fitted to teach. The attempt was not successful.

The School Board Service Division continued its work until July 1, 1919. On that date the fund for National Security and Defense ceased to exist and Congress refused to place in the Bureau's appropriations any funds for teacher register work. The division was then closed. A general notice to that effect was sent out.

During the first period of its existence, School Board Service had carried on a strong publicity campaign to mobilize the teaching force of the country, had thoroughly canvassed the schools to determine their needs, had secured the names of 13,000 teachers ready for active duty and of 6,000 for a directory, and had made 15,000 or more nominations for positions.

When working at its maximum strength, the division consisted of a director, an assistant director, one assistant in the selection of names of candidates, an assistant in charge of cataloging and filing, a chief clerk, nine stenographers and four clerks. Under the scheme of carding and filing adopted, this force was not sufficient to keep the work promptly up to date. The directory was left incomplete.

For the fiscal year ending June 30, 1920, the Commissioner asked of Con-

gress \$40,000 for the continuation of this division, but nothing was appropriated in the regular appropriation bill. In October, 1919, at the request of the Commissioner, Congress made a deficiency appropriation of \$5,000 to maintain the teachers register. After the division had been dormant for five months, the work was again taken up, this time with a force of four people.

Of course the lists of names were more or less out of date so it was necessary to announce the reopening of the division and to send to each of the thirteen thousand active registrants a letter asking for information as to his present desire or ability to teach. To these letters, the division received by July 1, 1920, approximately six thousand replies. This number represented a very great falling off in the list that had registered with the division during its first term of activity. The decrease may be attributed partly to a lack of confidence aroused by the former closing of the division and to less extended publicity given its reopening. Unquestionably, however, a constantly increasing shortage of teachers was the greatest factor in decreasing the registration for the spring of this year.

As soon as a fair return of registrations was received the division announced to colleges, universities and high schools that it was open and ready to serve them. The colleges and universities were slow to take advantage of the offer. The high schools immediately began making requests for teachers of all kinds at an average of at least 175 a day; the lowest number asked for in any one day was 25; the highest 690. Requests for nomination for 985 teaching positions came in the last sixteen days of April, and 4,101 in May. The personnel of the division was increased to ten persons, but it was not possible to make each day the number of nominations required, and by July 1, approximately 5,000 nominations had been made in response to 1,200 of the requests. On that date the division was compelled to close because Congress had refused to make any further appropriations for it. Announcements were again sent out that the School Board Service Division could not continue its work. Undoubtedly, during the two

terms that it was active it did some good and from it may be drawn reasonably definite ideas of what the service may mean.

Although thus far the division has had no opportunity to make studies of teacher placement, it should undoubtedly investigate thoroughly the methods used in selecting teachers, should ascertain the status of appointment bureaus in all educational institutions, state and county offices, and teachers' organizations and aid in carefully working out a proper relationship among these bureaus and between them and itself. Its officers should know the certification laws and rules of each state and what principles may best govern interstate commerce in teachers. They must be conversant with the Smith-Hughes regulations of the state.

It is practically out of the question for a national school Board Service to concern itself with placing teachers who are not so trained and experienced that they can move readily from state to state. This work should be done by state and local bureaus. It ought, I conceive, to maintain a good up-to-date file of the papers of those persons who are fitted to do their special work in any locality and who are desirous of securing positions. It should be so manned and equipped that it can respond promptly to any request. Furthermore, a directory of most of the educators of America, where and in what lines they are working, should certainly be in the division.

Plainly the division cannot undertake to conduct a teachers' agency in the sense of trying to find a position for any one. Its purpose is to aid administrative school officials, not teachers. Because of this, it may not properly accept any kind of registration fee or commission. And in just this policy lies an obstacle in the way of an immediate and popular success for the work. In spite of constantly reiterated statements, that registrants' names are sent out only at the request of some school officer and then only if the registrant seems well fitted for the place, the division is daily in receipt of letters from teachers who request that the Bureau assist in finding them places, or complain because they

have not been notified as to where they should apply.

Again, it cannot properly recommend. It may gather full and complete data as to personal characteristics, education, experience, names of references and letters of recommendation and submit these without opinion to an inquiring board or officer. Because of lack of clerical help the division has insisted recently that each registrant submit four copies of his papers so that a statement prepared by him rather than one evolved in the division may be sent out. The advantages in this are that it lessens the work of an already much overburdened force, eliminates unfairness that may arise by reason of papers improperly prepared in the division and gives the appointing body an opportunity to judge the registrant from his own papers. Moreover, the division is not now notifying registrants when they are nominated. It is assumed that if the board is interested it will communicate directly with the person named and does not wish to be made the recipient of a number of applications directed thither by the division. Of course the mere selection and sending of any name is per se a kind of evidence that the person is considered fitted for the place.

More than in most branches of governmental service, the success of this work will depend upon gaining a very large measure of the confidence and respect of those to whom the service is to be rendered. It is in no sense compulsory. Teachers are not and cannot be required to register, officers need not ask the division for help. Men and women of professional status do not readily give their names to others to use. If they do so they must feel that the other is governed by the best of professional principle and practice. Nor will administrative officers or boards earnestly desirous of making the most of their schools ask help of any but those who they have reason to believe are entirely disinterested and competent. If this service is to be of great ultimate benefit, it must be permitted to exist long enough so that it may carry out a definite policy and gain the confidence of the educational world.

NATIONAL CLUB HOUSE—GUESTS AND ACTIVITIES

It has been suggested that the members of the Association of Collegiate Alumnae might find it of interest to be told to what extent and by whom the National Club House in Washington had been used during the summer months and just what Club activities had been kept up during, and in spite of, Washington's heat and the almost general exodus of Washington's residents during this period.

Our out-of-town guests have been almost as numerous and of quite as great diversity of interest as our guests of the late winter and early spring. Almost every part of the United States has been represented and our European guests of note numbered six. Dr. Winifred C. Cullis, of London, England, spent two days as a guest of the Club, and was most enthusiastic over the future of the Club as she saw it. Madame Jennie Velander, of Stockholm, Sweden, spent a week in Washington during July. Madame Velander was sent by the Swedish Government to study our schools, colleges and universities.

Mrs. Fannie Fern Andrews spent a number of days at the Club before leaving for the Peace Congress in Geneva. Miss Hannah Margaret Harris was a guest of the Club while doing a special piece of work for the Red Cross and Department of Education in the preparation of their plan for teaching citizenship.

Mrs. Alice Peloubet Norton, editor of the Journal of Home Economics; Mrs. B. B. Mumford and daughter of Richmond, Virginia; Miss Marion Parkhurst, of New York; Miss Emilie McVea, president of Sweet Briar College; Miss Genevieve Allen, suffrage worker from San Francisco; Mrs. Ethel Glover Hatfield, of Berkley, California; Dr. Anna E. Rude of the Children's Bureau; Miss Susan Kingsbury, of Bryn Mawr; and Miss Herron of Hampton Institute, were among the Club House guests during the spring and summer.

Among those who have availed themselves of the privilege of staying for a longer period than two weeks during the summer were Miss Marjorie Franklin, of the Department of Economics, Bryn Mawr; Miss Gertrude Van Hoesen, for-

merly chairman of the Home Economics Department of Chicago University before taking up her work as organizer of the Extension Work of the Home Economics Department of the Department of Agriculture in ten Eastern States; Miss Mary Anderson of the Women's Bureau, Department of Labor; Miss Caroline Fleming of the Children's Bureau; Mrs. Frances C. Huntington, wife of the Commercial Attaché of the American Embassy, Paris; Miss Anna M. Klingenhagen, dean of women, Oberlin College.

The foregoing is merely a list made at random to show somewhat the use of the Club by people from all sections of the country and its possibilities as a center for university women even in summer.

The Friday teas given by the Washington Branch, to which all guests of the Club are invited, were continued through June and July in the garden and proved by their popularity the need there has been for just this sort of opportunity for social intercourse by the college women living in Washington. These teas will be given in the Rest Room throughout the Club season.

The first Saturday night of each month has been set aside as Club night. It is a get-together night for resident members on which any necessary business may be transacted and topics of the day presented by people of interest. The talks are followed by informal discussion. Non-resident members are invited to these Club nights and are urged to plan their visits to the Club so as to take advantage of them. Club nights during the summer have been turned into garden parties.

Another use to which the garden has been put during the summer is as a place in which teas were given by members. One of these teas was given by Miss Julia Lathrop, chief of the Children's Bureau, soon after her return from abroad. Miss Lathrop has the honor of being the first person to join as a resident member and she is a constant user of the Club.

The Club House Committee now has under consideration a plan for organizing a special service for non-resident

members coming to Washington for a longer stay than can be provided for at the Club House by which they may be assisted in finding satisfactory living arrangements.

A New Curriculum at Chicago

The Trustees of the Chicago School of Civics and Philanthropy have announced the establishment at the University of Chicago of a new curriculum for training in social and civic service, which will be a successor to the courses in philanthropic service heretofore given at the University and to the work of the Chicago School. The work of the Chicago School of Civics will, therefore, terminate with the current quarter. Beginning October first, a graduate course including social case work, government, industry, and social investigation will be inaugurated. Supervised field work with the case-work agencies of Chicago will occupy a considerable portion of the students' time as has been the case with the work at the School of Civics. Provision will also be made for undergraduate and unclassified students who can meet the requirements for admission to the University. The extension courses will also be continued. Information can be obtained by addressing Dean L. C. Marshall, The University of Chicago.

The San Francisco Branch, in order to facilitate the organization of its committees, sends out to each member at the beginning of the year a blank, asking for the name, occupation, address, telephone number, college, year, and degree of the member and listing the committees of the branch. Each member is asked to mark her first, second, and third choice after the committees with which she wishes to affiliate either directly or by joining study and reading sections associated with the specific work of the committee. Wherever practical, sections are created to affiliate with the committees. In this way an effort is made to get every member into active touch with some aspect of the work of the branch.

The Eugene Branch of A. C. A. will begin the year with a membership of fifty; but with a large increase in the University faculty and many new families coming into Eugene, it will greatly exceed this figure during the next few months.

The new officers elected at the annual business meeting and picnic last spring are already at work, although the first meeting this fall is more than a month distant. The officers are Miss R. Louise Fitch, president; Miss Amy Dunin, vice president; Mrs. Sarah Tingle, treasurer; Mrs. Morgan Watson, corresponding secretary; Miss Ethel Sanborn, recording secretary; Mrs. E. L. Knapp, councilor. Miss Fitch was formerly national president of Delta Delta Delta and has been at various times actively connected with other college and fraternity organizations. Under her leadership the association is looking forward to a splendid year.

Following the suggestion of the national council, our program committee has outlined an educational program. Details have not been altogether worked out, but the main points run something like this: (1) A general survey of educational conditions and problems in the United States; (2) Educational conditions and problems in Oregon; (3) The educational situation in Eugene; (4) Health conditions and problems in Lane County; (5) Musical program; (6) Americanization and the need for it in Oregon; (7) A play or other special program given by association members.

The Eugene Branch is fortunate in being located in the same town with the State University, so that educational experts from the University faculty can be secured to assist in the programs. The county health nurse will also have much interesting first hand information for the health program. There is nothing like being satisfied with one's self, but we do feel enthusiastic over the good times and the fund of information we are going to have by the time the last meeting comes next spring.

The U. S. Public Health Service has secured the co-operation of several national organizations of women in an Advisory Council of the Division of Venereal Diseases. This Council, meeting from time to time, discusses with the chief and staff of the division any aspects of the campaign to control venereal diseases which especially affect women; criticizes and advises concerning proposed plans of work, and takes to the organizations represented, authentic word of the Division's work.

The Council meetings are entirely informal, and opinions and suggestions are frankly exchanged. Among the questions which have arisen, is that of the equal application of procedure to men and women; also the question of the prevalence of venereal diseases in the industrial population. Reports on these and other points have been given informally, and will be presented in final form or published as soon as data of wider range are secured. Thus far the following organizations are represented: National League of Women Voters, Woman's Trade Union League, Association of Collegiate Alumnae, General Federation of Women's Clubs, Inter-Church Movement, Association of Colored Women's Clubs, National Federation of Business and Professional Women's Clubs, National Organization of Public Health Nursing, Woman's Christian Temperance Union, National Council of Women.

It is hoped that the representatives from other national societies may be added to the Council this autumn.

A list of graduate fellowships open to women is being prepared by the Appointment Bureau and the Library of the Women's Educational and Industrial Union, Boston, Mass. Requests for complete information regarding these fellowships have been sent to the colleges, universities, and various graduate schools in the United States. Any further information concerning graduate fellowships offered to women by organizations or individuals will be very gratefully received by the Appointment Bureau.

Why Better Salaries?

Not for the sake of the teachers primarily, but that the schools may be made fully efficient; that children may be well taught; that the material wealth of State and Nation may be increased so that we may have the means of paying our debts, building our highways, caring for our unfortunates, and meeting other public expenses and at the same time have enough for all the people to live in comfort; that our democracy may be preserved, purified, and made more effective; that scientific discovery, useful invention, and artistic expression may be promoted; that we may act well our part in the commonwealth of the world, we must pay such salaries as will bring into the schools as teachers men and women of the best native ability, men and women strong and well organized physically, mentally, and spiritually; men and women of the finest culture and the most thorough and comprehensive education, academic and professional, and so adjust their salaries as to enable them to hold all those who show themselves most capable and best fitted for the work. In this most important of all our enterprises we can not afford to pay less.

A New Association

With a view of developing a sense of comradeship and of raising the professional status among women who enter official public health work, federal, state and local, an association has recently been formed called The American Association of Women in Public Health.

The aim of the association is to provide means for conferring upon special problems, and to keep members in touch with developments in public health, national and international. Meetings of the association are planned for this autumn, although exact dates are not yet fixed.

Women who already hold executive positions in official health departments, or who are interested in the possibilities of public health work, are invited to correspond with the Secretary, Dr. Mary R. Lakeman, 67 Colchester Street, Brookline, 46, Massachusetts.

School Week

"School Week" will be observed throughout the nation the week of December 5-11. The Commissioner of Education is designating the first full week in December as "School Week" and is requesting the governors and the chief school officers of the several States and Territories to take such action as may be necessary to disseminate among the people accurate information in regard to the conditions and needs of the schools, enhance appreciation of the value of education, and create such interest as will result in better opportunities for education, and larger appropriations for schools of all kinds and grades.

The Commissioner of Education suggests that during this week the public press should give more attention, and a larger amount of space to educational topics than usual, and that on Sunday, December 5, ministers should use one or more of their church services for emphasizing the importance of education.

It is further suggested that during the week chambers of commerce boards of trade, women's clubs, labor unions, farmers' unions, patriotic and civic societies, Rotary Clubs, Kiwanis Clubs, and other important organizations and associations should devote one meeting to a discussion of the needs of education in their states and local communities, holding special meetings if necessary, and that motion picture houses should put on their screens during "School Week" facts and figures in regard to the importance of education, and the condition and needs of the schools.

Universities, colleges, and normal schools will be requested to devote the convocation hours of the week to a discussion of education in general, and of their own particular needs, and it is further suggested that all elementary and high school teachers should devote one period each day of "School Week" to this subject, telling the children about education in their local communities, and in State and Nation, how the schools are supported and how much money is spent for them, their economic, social and civic value, and that during this week themes of essays and

compositions in elementary and high schools relate to education.

Friday afternoon and evening of "School Week" has been designated as the date on which community meetings in the interest of education should be held at all schoolhouses, both in city and country, for the purpose of discussing the needs of the schools of the several communities, the means of meeting these needs, and of remedying conditions.

State departments of education have been invited to provide information through the public press and otherwise in regard to the conditions and needs of the schools in the several States, and city and county superintendents have been invited to take similar action and it is further suggested that city and county superintendents of schools hold meetings on Friday or Saturday of the week preceding "School Week" for the purpose of discussing these problems among themselves and making definite plans for the proper observance of the week in school and for Friday afternoon and evening meetings.

At its October meeting the **San Francisco Branch** devoted itself to a discussion of the problem of the elementary schools. Dr. Margaret S. McNaught, Commissioner of Elementary Schools in the state, a member of the branch, spoke on the Relation of College Trained Women to Elementary Education and Mrs. Agnes Ray discussed the measures under consideration by the State Board of Education, among them the proposed organization of the state normal schools into teachers' colleges. The Branch has just established headquarters at 333 Kearney Street, where a room has been furnished for the use of A. C. A. members. The present plan is to have the room open on Fridays, on which day informal A. C. A. luncheons are held at the National League for Woman's Service, which is housed in the same building.

The last communication received from the branch announces briefly the death of Miss Ethel Moore, former vice-president of the South Pacific Section. A more extended notice will appear in a future issue of the Journal.

**Colleges and Universities Whose Alumnae are Eligible to Membership in the
Association of Collegiate Alumnae**

California:

California Southern
Fresno
Imperial (Imperial Valley)
Los Angeles
Pomona Valley
Sacramento
San Diego
San Francisco (California)
San José
Santa Barbara
Ventura County

Colorado:

Colorado Springs (Colorado Southern)
Denver (Colorado)
Pueblo

Connecticut:

Greenwich
New Haven (Connecticut)
New London

District of Columbia:

Washington

Hawaii:

Honolulu

Idaho:

Pocatello

Illinois:

Bloomington
Chicago
Elgin
Rock Island (Illinois-Iowa)
Springfield
Urbana (Illinois Central)

Indiana:

Bloomington
Greencastle
Indianapolis
Lafayette

Iowa:

Ames (State College)
Cedar Rapids
Davenport (Illinois-Iowa)
Delaware County
Des Moines
Grinnell
Marshalltown
Mt. Vernon
Sioux City
Waterloo

Japan:

Tokyo

Kentucky:

Louisville

Kansas:

Chanute
Lawrence (Kansas)
Topeka
Wichita

Massachusetts:

Boston
Fall River

Michigan:

Ann Arbor
Battle Creek
Detroit
Flint
Kalamazoo
Lansing
Niles

Minnesota:

Fairmont
Duluth
Mankato
Minneapolis (Minnesota)
Northfield
Rochester
St. Paul

Missouri:

Columbia (Missouri Central)
Kansas City
Maryville
St. Louis
Warrensburg

Montana:

Great Falls
Helena
Missoula

Nebraska:

Lincoln (Nebraska)
Omaha

Nevada:

Reno

New Jersey:

Atlantic City

New York:

Glens Falls (Adirondack)
Albany (N. Y. Eastern)
Binghamton (N. Y. Southern)
Buffalo (N. Y. Western)
Corning (Eastern Steuben Co.)
Elmira
Ithaca
New York City
Oswego
Rochester
Syracuse (N. Y. Central)
Utica (Mohawk Valley)

North Dakota:
 Grand Forks (North Dakota)
 Valley City
 Ohio:
 Cincinnati (Ohio Valley)
 Cleveland (Ohio)
 Columbus
 Delaware
 Oberlin
 Toledo
 Oklahoma:
 Alva
 Tulsa
 Oregon:
 Eugene
 Portland (Oregon)
 Pennsylvania:
 Philadelphia
 Pittsburgh
 State College (Pennsylvania Central)
 Philippines:
 Manila
 Rhode Island:
 Providence (Rhode Island)
 South Dakota:
 Huron
 Vermillion (South Dakota)

Texas:
 El Paso
 Utah:
 Salt Lake City
 Washington:
 Bellingham
 Gray's Harbor
 North Yakima (Yakima Valley)
 Pullman
 Seattle
 Spokane
 Tacoma
 West Virginia:
 Huntington
 Wisconsin:
 Appleton (Fox River Valley)
 Beloit
 Kenosha
 Madison
 Milwaukee
 Oshkosh
 Ripon
 Superior
 Wyoming:
 Laramie
 Sheridan

Federal Taxation

From now until long after the next president is inaugurated federal taxation will be one of the burning controversial questions in American politics and business. Because it is hard to obtain teachable criticisms of present taxation and teachable proposals for revision, Mr. Otto H. Kahn, the noted financier, has consented to print for teachers in schools and college extra copies of his addresses on Errors and Evils of our Taxation System and Suggestions for Tax Revision. These talks, bound in a 72-page pamphlet with strong cover, may be had free of charge by dropping a note to the Institute for Public Service, 423 W. 120th Street, New York City.

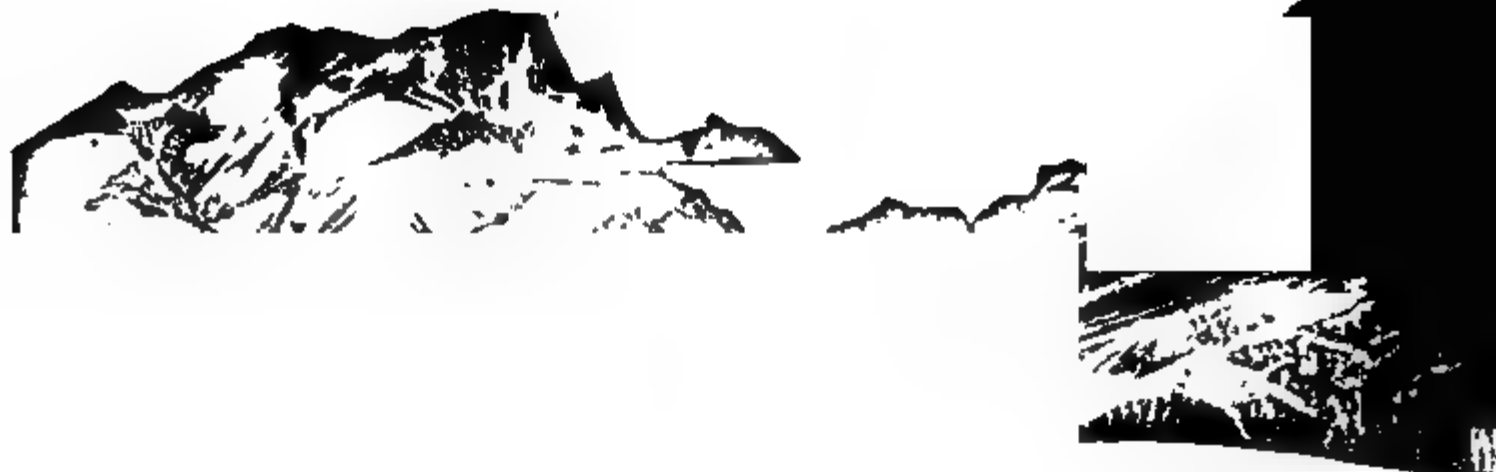
While intended for adult audiences this pamphlet gives in terms which high school students can master, a taxation policy which Mr. Kahn, who believes in progressive income taxes, says are "based upon recognition of the teachings of history and economics and practical experience, and bear the im-

print of reasonableness and dispassionate thinking, free from either class or sectional favoritism or class or sectional animosity."

The Colorado Springs Branch at the first meeting of the year on October 15th voted to affiliate with the State Federation of Women's Clubs. The Branch is cooperating with a committee of the Federation in a general movement for the collection of all the spare books possible, these books to be sent to small towns over the state where libraries are just being established. Among other tasks planned for the year are the bringing of moving pictures on child welfare to the city, a vocational guidance conference, and definite work for the passage of the amendment to the state constitution providing increased taxation for the benefit of the educational institutions of the state, including the University, the Agricultural College, and the School of Mines.

BRANCHES

- Allegheny College, Meadville, Pa.
Bates College, Lewiston, Me.
Beloit College, Beloit, Wis.
Boston University, Boston, Mass.
Brown University (Woman's College), Providence, R. I.
Bryn Mawr College, Bryn Mawr, Pa.
Carleton College, Northfield, Minn.
Coe College, Cedar Rapids, Iowa
College of St. Catherine, St. Paul, Minn.
College of St. Elizabeth, Convent Station, N. J.
College of St. Teresa, Winona Minn.
Colorado College, Colorado Springs, Col.
Columbia University (Barnard, Teachers College), New York City
Connecticut Wesleyan University, Middletown, Ct.
Cornell College, Mt. Vernon, Ia.
Cornell University, Ithaca, N. Y.
De Pauw University, Greencastle, Ind.
Drake University, Des Moines, Ia.
Earlham College, Richmond, Ind.
Elmira College, Elmira, N. Y.
Franklin College, Franklin, Ind.
Goucher College, Baltimore, Md.
Grinnell College, Grinnell, Ia.
Indiana University, Bloomington, Ind.
Iowa State College, Ames, Ia.
Jackson College, Tufts College, Mass.
Knox College, Galesburg, Ill.
Lake Erie College, Painesville, O.
Lake Forest College, Lake Forest, Ill.
Lawrence College, Appleton, Wis.
Leland Stanford, Jr. University, Stanford University, Cal.
Massachusetts Institute of Technology, Cambridge, Mass.
McGill University, Montreal, Can.
Miami University, Oxford, O.
Mills College, Mills College, P. O. Cal.
Milwaukee-Downer College, Milwaukee, Wis.
Mount Holyoke College, South Hadley, Mass.
Morningside College, Sioux City, Ia.
Municipal University of Akron, Akron, Ohio
Northwestern University, Evanston, Ill.
Oberlin College, Oberlin, O.
Ohio State University, Columbus, O.
Ohio Wesleyan University, Delaware, Ohio.
Pennsylvania State College, State College, Pa.
Pomona College, Claremont, Cal.
Purdue University, LaFayette, Ind.
Radcliffe College, Cambridge, Mass.
Randolph-Macon Woman's College, Lynchburg, Va.
Reed College, Portland, Ore.
Ripon College, Ripon, Wis.
Rockford College, Rockford, Ill.
Smith College, Northampton, Mass.
Swarthmore College, Swarthmore, Pa.
Syracuse College, Syracuse, N. Y.
Trinity College, Washington, D. C.
University of California, Berkeley, Cal.
University of Chicago, Chicago, Ill.
University of Cincinnati, Cincinnati, O.
University of Colorado, Boulder, Colo.
University of Illinois, Urbana, Ill.
University of Iowa, Iowa City, Ia.
University of Kentucky, Lexington Ky.
University of Kansas, Lawrence, Kan.
University of Michigan, Ann Arbor, Mich.
University of Minnesota, Minneapolis, Minn.
University of Missouri, Columbia, Mo.
University of Montana, Missoula, Mont.
University of Nebraska, Lincoln, Neb.
University of North Dakota, University, North Dak.
University of Oklahoma, Norman, Okla.
University of Oregon, Eugene, Ore.
University of Rochester, Rochester, N. Y.
University of Texas, Austin, Tex.
University of Toronto, Toronto, Can.
University of Vermont
University of Washington, Seattle, Wash.
University of Wisconsin, Madison, Wis.
Vassar College, Poughkeepsie, N. Y.
Washington State College, Pullman, Wash.
Washington University, St. Louis, Mo.
Wellesley College, Wellesley, Mass.
Wells College, Aurora, N. Y.
Western Reserve University (Women's College), Cleveland, O.
Whitman College, Walla Walla, Wash.
William Smith College (Hobart), Geneva, N. Y.
Wooster College, Wooster, O.



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MRS. GERTRUDE S. MARTIN, Ph.D.

Executive Secretary of the Association
Editor

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EDITORIAL

We wish to remind you of the investigation described briefly in the March-April number of the Journal. Here is an opportunity for every one of our branches

Co-operative individual members to have a share in a great co-operative movement in the field of research. The very novelty of the proposal should carry an appeal. Many of our members far from seats of learning have the time, the inclination, and the ability for research work. Here is their opportunity. Many others are directing investigations by students. Why not have them share in this undertaking? Dr. Lucile Eaves, the director of this first co-operative study, which has been authorized by the American Sociological Society, is the chairman of our national committee on Social Research. She will be glad to give assistance by correspondence to

individuals or groups who wish to join this co-operative undertaking.

The following topics, which are being investigated by different groups and individuals in different localities, reveal some of the lines along which the inquiry is proceeding: institutions giving care to aged women; the policies of large employers of women in dealing with older workers; study of women who have left positions because of old age incapacity; study of the older female employees to discover their plans for old age support; retired school teachers—adequacy of their pensions, method of caring for them; insurance carried by self-supporting women—do they buy annuities; women depositors in savings banks; family relations of self-supporting women; do the wages of women permit a saving for old age support; interesting plans by which self-supporting women have provided or are

planning to provide for their old age.

The final report of this study which will be prepared in Boston under the direction of Miss Eaves will be a great pooling of experiences for the purpose of throwing light on this important subject.

The studies made by individual contributors may be limited in scope but can be made to cover completely and accurately the field chosen. Correspondence in regard to this work should be directed to Miss Lucile Eaves, 264 Boylston St., Boston 17, Mass.

As was announced in the July-August number of the Journal, the next convention of the Association will be held from March 29 to April 1, inclusive, in Washington, D. C.

The Washington Convention The Washington Hotel has been selected as

headquarters after a very careful investigation as to all the possibilities. It is only a short distance from the National Club House and is otherwise most conveniently located. In the matter of assembly and committee rooms, it offers ideal conditions. Rooms may be secured for three dollars per day and upward, and members who are planning to attend the convention are advised to make their reservations early. The capacity of our own Club

House will of course be entirely inadequate, and members who wish to stay there should make their reservations **immediately**.

Monday, March 28, will be given over to preliminary committee meetings and meetings of the Board of Directors. Members of committees that have pre-convention business, should plan to reach Washington not later than Monday morning. The convention will have an enormous amount of vitally important business to transact and there will be practically no opportunity for committee meetings after the opening of the convention proper. In the next issue of the Journal, which will follow as soon as possible on the heels of this one, we hope to present a tentative program of the convention.

This will be an epoch-making convention in the history of the Association. It is earnestly hoped that every branch will be represented and that every general officer will be present. Just what sort of organization we shall be at the close of the convention no-one can foretell. The questions that must be decided there are too important to be left to the decision of a few officers and the representatives of a few branches, nor do the officers and the representatives of the near-by branches wish to bear the responsibility of determining issues so far-reaching.

THE COLLEGE WOMAN AND RESEARCH

LOUISE POUND

Much is made of "research," in these days, in the academic world. Engaging in it is supposed to bring prestige to its prosecutors. The comment is sometimes heard that many qualities once demanded of members of university faculties now seem unimportant beside the ability to do original work. Those who do not engage in research are likely to defer tacitly to those who do. Most of us recall people who utter the term in collegiate life as though spelled with an initial capital, if not as written wholly in capital letters. The advanced positions upon university faculties are likely to go to the investigators in the various departments of learning. Next to the administrators, it is the investigators and the "professors who publish"—the two are usually identical—whose promotion is supposed to be most rapid. This may overstate the matter a little for some institutions and be quite untrue for a number more; but it holds, I think, in the main.

When divested of some of its factitious glamour, this deference to the investigator is not unwarranted. If it is the mission of a university to preserve the learning of the world, upon which its civilization must rest, it is also its mission to seek to add to that learning and to train and to encourage those who are to add to it in the next generation, whether or not they are to do so because associated with some institution of learning. The investigators are those among the instructional

staff who try to put to a direct use, other than pedagogical, their accumulated fund of knowledge, who detect unsolved problems, who think out new points of view or new methods of approach. The scholar who succeeds in this, especially the scholar who inspires and directs others, must have a wide view, a command of his whole field, if his results are to be valid. He has special qualifications, or must develop them. He cannot remain in a groove, submitting to routine, teaching the same things in the same way, never growing or changing. He must be alert, ask questions, and seek to find their answer. He is not the member of the academic force who stagnates but is not infrequently the one who is most stimulating.

One may smile at the popular awe of the professor who engages in research and prefer the word when spelled mentally with a small letter. Yet research is one of the chief things which an institution of higher learning exists to promote, and the larger share of the prestige of the academic investigator is deserved.

Is research for college women as well as for college men? Should they continue to try their hands at it, or should they let it alone as not for them? Most members of the Association of Collegiate Alumnae remember the time, not very far in the past, when college women were told by the friendly and distinguished head of a co-educational institution that however successful they might be as

undergraduates, as graduate students they could not expect to hold their own. They might show excellent results till they reached the graduate school; but there they must expect to lag behind. Nature so built them. There are many who hold this view at the present time; and they are not only men—whose experiences have not been such as to give them first-hand knowledge of the comparative abilities of women and who hence, naturally enough, repeat the traditional view—but they are women as well, who also have had no opportunities to judge of the comparative powers of their sex. The customary explanation when women graduate students do brilliant work, better work sometimes than their men associates, is that they must be “selected women,” the “few best,” while their masculine co-workers are not a selected class, choosing their line of work because of a special bent for it, but are in the work by chance. When the man does well, it is taken for granted that he is typical. When a woman does well (so strong is tradition), it is still thought to need explanation; and it is taken for granted that she is not typical but the product of special circumstances.

Surely in these days we may add to the list of “pleasant possibilities for lady professors” of which the *Journal of the Association of Collegiate Alumnae* speaks, the “possible” that the college woman will ultimately take her recognized place as an investigator alongside her men colleagues. As a graduate student the college woman has already demonstrated that she is

able in ample numbers to engage successfully in original work in many lines, economic, aesthetic, linguistic, literary, scientific. If the “lady professor” increases in numbers, she will not show herself lacking in the powers which she exhibited as a graduate student. Wherever she is present in equal numbers with equal preparation and equal stimulus, she holds her own with her men associates in the graduate school and she has sometimes been known to forge beyond them. After the graduate school, her status usually suggests the amateur rather than the professional. She stands at one side longingly, tries her hand a little—in a gingerly way—but is not yet the confident professional. Nor is it difficult to detect the two things which restrict her to this position.

For one thing, there are not many “lady professors” in advanced positions, or indeed in positions which are favorable for the prosecution of original work. It is not always realized that it is usually those occupying strategic positions to whom fall the opportunities and the stimulus and the leisure for original work. It is not those who give elementary college instruction but those who have advanced courses to whom their everyday work suggests unsolved problems, for whom it necessitates minute knowledge, full bibliographical equipment, fertility in supplying subjects for investigation for candidates for higher degrees. What is demanded of the professor in an advanced position he exerts himself to supply. Until there are women in fair numbers in advanced positions, both the opportunity and

the stimulus will be missing for them to show what they are able to do themselves, or what they may be able to inspire others to do. It is the rare spirit, whether man or woman, who can conquer unfavorable conditions and produce in equal degree with those whom circumstances favor.

For another thing, more self-confidence is needed by women themselves. This is being gained rapidly, but there is yet a considerable way to go. The tradition is that women shall distrust their abilities, shall lean on others, shall assume that they cannot rather than that they can. The teacher who teaches men and women both is often surprised to learn that the women have usually no idea how relatively able they are. The undergraduate girl who leads the class usually takes for granted that her abilities are inferior to those of most of her men classmates. The graduate woman who writes a fine paper is certain that most of her men associates write better. She does not realize, speaking comparatively, the quality of the work which she is really able to do. She hesitates to try, where her brother would strike boldly ahead even though he may be endowed with less ability or be less well equipped.

Women are fast learning to trust in their own powers, to believe that they can rather than that they cannot, but the woman teacher or woman student lags somewhat behind the club-woman in this respect, or behind the new "political" woman, possibly behind the business woman. Such, at least, is my present impression. It is the woman investi-

gator in industries, especially she who investigates problems connected with her own sex, or with children, who has carried her investigations farthest, and she outranks at present her sisters who have worked in other lines. The woman investigator of social and industrial problems is better known than the woman scientist and linguist and historian, though she may not be a member of a college staff while the others probably are. It is she however for whom opportunities are most favorable and the returns most immediate. And the success which she has gained for herself shows the success which the other may achieve.

The college woman needs two things, first stimulating opportunity, and, second, confidence in herself, to demonstrate that she can contribute her fair share in still another line which tradition has said is not for her.

Since things are as they are, may it not be that the encouragement which the professor in the graduate school should give to ambitious women students to prosecute advanced work and to give many months of their time to the preparation of a dissertation, should vary with the subject of study and with the circumstances of the student. The comment is heard that many bright women find themselves encouraged by the faculty, work hard, win their degrees, but do so only to find that there is nothing for them after their degrees have been attained. "The interest of our professors wanes, we are recommended for no advanced positions, and no advanced positions open for us."

In English especially, or in history or in linguistics, possibly not in the sciences or in economics, this criticism is often valid. Few enough positions open in these subjects for either men or women holders of doctoral degrees. In my own subject, English, it seems to me that the conscientious professor should make sure that if, because of his encouragement or influenced by his urging, a woman student works under him for a higher degree, she should do so out of pure love for the subject or for the research itself—not because she expects to attain a higher position or some immediate reward; or else she should be a student placed in such circumstances that her continuance of her study will not come at great financial sacrifice.

Last, let us glance for a moment at a possibility. Before the outbreak of the war, the opinion was sometimes heard that culture

and the furtherance of cultural subjects were “falling to the monopoly of women.” Commercial and industrial interests claim more and more the time and activities of men, and various provinces of learning once wholly in their hands are being bequeathed to us. If such a trend was noticeable before the war, what may be expected in the decades after the war? Upon whom will fall the responsibility for carrying on the torch in the more humanistic branches of collegiate learning if not upon us? As our institutions of learning place more and more emphasis upon the vocational and the economic, it seems well within the possibilities that investigation in humanistic or cultural subjects, if it is to be carried on at all, may fall in the future to college women. This possibility is remote perhaps, and perhaps unlikely, but it remains a possibility.

POLITICS—A PROFESSION FOR WOMEN

MARGUERITE ARNOLD

With the passage of the Susan B. Anthony amendment, twenty-six million women became voters and citizens. Yet few women, engrossed in the question of to vote or not to vote, realize the enormous professional field opened to them thus automatically—the field of practical politics. Thoughtful women, women of ability, are everywhere seeking a career that will synthesize experience and talents, and tax their different powers to the utmost. Do they know that in politics they will find their answer? No other profession presents at the moment so sharp a challenge

in its unplumbed opportunities.

Many women will hesitate about politics. To that word, covering as it does, a deal of vicious endeavor, a stigma is attached. The woman seeking a life work in which she may slowly and thoroughly prepare herself and to which she may devote her energies through a rich period of years, feels that to enter practical politics, she must become a politician. She fears the contact with the City Hall crowd. She sees no idealism in professional governing. Yet the profession is dramatic in the challenge it presents. For women, at least, it

has the glamor of the unknown. The field is an unplowed one and there is a zest, a peculiar triumph in pioneer endeavor. The very roughness of the trail will appeal to hardy souls.

Who, then should undertake it? First of all, only women who are bent on a serious professional career—not those looking for a stop-gap until they marry. Women of resourcefulness, sagacity, tact; women of force and broad understanding of people; women who are placid, imperturbable, but who have a sense of humor—that is indispensable; women capable of leadership who have thought about government abstractly as well as concretely and who see the relation of government to life.

And if they do undertake it, what do they find—these women with all of these qualifications? It may be said that professional opportunities in politics fall roughly into two classes—office holding, and working for the election of office holders. In the former lie the greater number of posts in overwhelming majority, and within prescribed areas; in the latter, the fewer chances—and the power to modify political principle.

Public officials, elected or appointed, engage in the widely diverging and highly specialized departments of judicial, legislative and executive government in county, municipal, state and federal forms. The chief national executive and judiciary offices have never yet been held by women. In Congress, however, precedent has been established. Congress offers five hundred and thirty-one positions for which women may become increasingly,

and rightly, eligible. Not including the Cabinet, the president alone nominates one thousand federal officials. With the Senate and through subordinates, he nominates at least six thousand. Five hundred and thirty three federal officials are elected. There are in short, 350,000 employees of national government, of whom a few hundred are elected, a few thousand appointed, and the rest chosen by civil service examination. In most positions of the latter class, distributed through about thirty departments and bureaus, working for the government is much like working for any business house, and is not, strictly speaking, political. The average person does not learn much about government in the Patent Office, in the Inter-State Commerce Commission, the Department of Justice, the Treasury, or even in the Departments of Labor or State. Enough positions remain however, of a directly governmental order to make training for higher politics eminently worth while.

It is in the state and the municipal governments that the more numerous and the more immediate and plausible opportunities for women lie. There are 7,347 members of state legislatures; there are special legislative investigating committees; there are the state offices—those of governor, lieutenant-governor, secretary of state, comptroller, treasurer, attorney-general, superintendent of public instruction. Most of all, there are the state boards and commissions mainly appointed by the governor, such as the health commission, the charities' commission, the public utility board, and so on. In

short, there are 100,000 elective state and local offices. Women with proper training could fill any of those positions. They offer magnificent opportunities for constructive work. State legislatures, as everybody knows, have not always been well manned. The new electorate must speedily contribute to them those of their leaders to whom political power is a sacred obligation to be intelligent.

Classification and description of municipal offices has never been adequately made. A mayor and a council, or a mayor and a commission, make and enforce the laws. There are innumerable boards and directors of boards for the management of the many varieties of the city's affairs—housing, sanitation, recreation, public health, taxes, education, research. Into this field women should enter at once in increasingly large numbers.

But women must not enter without a serious consideration of the matter of training. Government must be better. It will be better, as the old haphazard method of office-filling goes. A man because he is a successful business man should no longer be regarded as therefore fully qualified for every sort of political office. Already in the technical and professional branches of government, trained experts have been had—chemists, engineers, and the like. A special training must likewise be made imperative for all non-professional political offices of importance, i. e., for politics proper—the actual administration of government.

While no university offers a complete theoretical and practical training for public service, a

movement has begun to coordinate the theoretical work of universities with the actual work done in government. In 1914, the American Political Science Association, meeting in New York at the invitation of Mayor Mitchell, made a committee report on practical training for public service. A plan for a proposed national university was prepared in the same year for the House Committee on Education. The second Pan-American Scientific Congress in 1916 urged that the government be empowered by legislation to employ college students and that this work should then count towards graduate requirements.

As a result of such agitation, Harvard University, the Universities of Michigan, Texas, Indiana, California, Minnesota, Wisconsin, the College of the City of New York and others, have taken active steps. Many political science courses now include a study of local conditions. Lectures are frequently given by practical administrators of the government. Tours of inspection and investigation are made by the students. In one or two rare instances, students are actually doing the thing, as at the University of Nebraska, where legislative drafting is done at the state-house during the legislative session.

The University of Cincinnati has its students working alternately in city hall and class room. The College of the City of New York waives all entrance examinations for city employees and at the same time cooperates with the city administration in practice training. At Western Reserve University three-fifths of the political science training is applied work. The University of Califor-

nia gives a course in Problems of the State. The University of Texas offers six groups of courses corresponding to the divisions of municipal administration. Work in Wisconsin's legislative reference library counts toward a degree. Working fellowships are here provided for students giving half time to departments of state. The state public health laboratories are at the University of North Dakota, Yale and Columbia cooperate in a training for consular service. The University of Chicago has a public service division which prepares for specific vocations — factory inspectors, staff members in bureaus of labor, in tax commissions, in public utility commissions, in census bureaus; investigators for special inquiries under federal, state, municipal or private authority; welfare workers and employment experts in industrial establishments, etc. Johns Hopkins has organized an institute of hygiene and public health. Several universities give the degree of doctor of public health.

More difficult of description than the clearly defined federal, state, and municipal offices are the positions within the political parties, and the opportunities for party work of all kinds. Party organizations are becoming more and more stable. The higher positions in them are permanent. In the parties are the campaign directors, the organizers, the managers of headquarters, the speakers, the managers of speakers, the platform committee, the delegates and so on. Persons in these positions mould the policies of the parties and hence of party government. Parties are organized according to efficient business

methods. Therefore, managers are in the strict sense of the word, business managers. Organizers must know how to get an audience. Persons holding positions in party organizations must be familiar with the details of government; with political subdivisions and their interlocking. The nature of their specific duties depends upon the nature of each campaign.

The training for office in political parties is even less clearly prescribed than that for politics in general. Women like Mary Garrett Hay, chairman of the Executive Committee of the Women's Division of the Republican party, had won their spurs in suffrage campaigns. Suffrage workers today are taking active part in political parties. Therefore would it seem that practical knowledge based upon actual experience is what does the work. Women aspiring to this sort of political opportunity must serve a volunteer apprenticeship. They must begin in a small way with local conditions. At the same time they should provide themselves with some theoretical knowledge of "what it is all about anyway" by wide reading. They may take any form of special training that arises out of a direct need. They must get an intimate acquaintance with all "the works." Those likely to influence party formulations should be the wisest men and women of their times. They should have the broadest possible grounding in governmental principles as well as an understanding of current political affairs. Nineteen women were, in the last campaign, on the platform committee of the Republican party. The campaign

of United States Senator Ferris in Oklahoma was completely managed by a woman. Women will probably meet with fewer obstacles in party work than in actual office holding.

Politics as a profession for women has on the whole some really good financial opportunities. These certainly pay as well as teaching, for instance. Senators and representatives get \$7,500 per year and travelling expenses rated at twenty cents a mile. Members of the state legislatures receive from \$200 a term in New Hampshire to \$3,500 a session in Illinois. This, it will be observed, is a part time position. The governor's salary ranges from a minimum of \$500 paid by Vermont to \$12,000 in Illinois. City officials receive salaries along in the thousands. Campaign directors have from fifty to one hundred and twenty-five dollars a week with traveling expenses. The chances for financial advancement are good. At least, salaries are not automatically fixed at a two thousand maximum. The president, at the top, receives \$75,000, and a traveling allowance of \$25,000. The government, in employing trained workers, must compete with business, and so must offer equally good pay.

What are the main advantages of politics per se as a profession? They are many and brilliant. In the first place, the subject matter is of vital importance. It has been extended to embrace almost all of our vital activities. Nationally there are questions of supreme importance to be solved at once—our part in the League of Nations; the relation between capital and labor; the rehabilita-

tion of our educational system; the reduction of waste and overlapping in the government; the reduction of the high cost of living. There is no possible doubt about the magnitude and intrinsic worth of these questions. They are as challenging as war itself. To work upon them, even in a minor capacity, should be as glorious.

In city government, too, great issues are at stake. A new kind of city government is evolving. It is a government which reaches out into all things that make life wholesome and happy—housing, parks, sanitation, street cleaning—with infinite possibilities in the elimination of noise, smoke, and ugliness. There are all the human problems of poverty, crime, the social evil, sickness, old age. The nineteenth century has stood for the awakening of the social conscience. Thoughtful people cannot be happy so long as there is a "submerged tenth." Legislation and education are at present the chief means of securing progress. In politics, therefore, constructive work may be done on the structure of life.

There is variety. Every man may "find" himself in politics. He may have the joy of creative work, the pleasure of perfected technique. He may do research, or work exclusively with people. He may have routine hours or irregular hours, indoors or out of doors. The scientific, the dramatic, the philosophic temperament, all find scope in the administration of government. Variety is possible for the individual. A number of different sorts of work might well combine to train a citizen for a special branch of the service. If you wish to move

about, you may do so, and still be "on the job."

In short, the growth for the individual may be enormous. Most occupations for women, as they close automatically rather far from the top, have a stultifying effect. Nothing is worse than to keep on doing the thing, with mechanical precision that one has long since learned to do well. Grandfather's clock, worrying about the pendulum strokes it will have to make, faces a less dreary future than the man or woman confronted with a life of monotonous labor. In politics, the more different sorts of things

you know, the better off you are.

Women will find in the professional study of politics, problems as absorbing as any at school room desks, in business offices, on stage or platform. The majority of women, like the majority of men, will be too busy to lend more than a newspaper eye and their vote to politics. Women destined to professional achievement, however, must give to politics their careful consideration. We must realize the opportunity and face the challenge. Government cannot run itself. Why not the stateswoman instead of the politician?

WOMEN TO THE RESCUE

HARRIET CONNOR BROWN

All college women, I trust, want to use their new political power in such a way as to help humanity. We all have beneficent dreams that we want to see realized, dreams of a glorified earth without sickness or poverty or ignorance or crime. We have been thinking all along that once we had the ballot we could use it to make those dreams come true. Well, we can in time, but not directly, as most of us think. Not yet! There is one thing more to do before we can settle down to the business of positive reform.

You want to help the women in industry; you want to educate the children of the country; you want to save those children from exploitation; you want to conserve the material resources of the country for those children's children; you want to promote the building of roads, the tilling of lands, the multiplication of homes; you want to stamp out

tuberculosis and venereal diseases; you want to do a thousand things that should be done, that could be done to make human beings well and happy. But for the immediate present you have not the slightest chance to make your ballots count effectively for such a program of positive reform, no matter how vital to the race that program may be. Why? Because the men in Congress have decreed that this year 88 per cent of the huge sums they collect from you in taxes shall be spent to pay for wars, past or to come, so that only 12 per cent is left for all non-military purposes of Government.

Here is a grim situation. It is a challenge to college women. What is our special training worth if it has not given us the insight and the courage to attempt the solution?

Out of every dollar we appropriate do we want to spend over

68 cents for debts on past wars, over 20 per cent to build up a big army and navy to handle future wars, leaving less than 12 cents with which to develop our farms and forests, our roads and schools, fight disease and establish social justice? I think you will all agree with me that any woman who would make up a household budget like that ought to lose her allowance. Yet that is the program which the men of this country present to the women for their endorsement.

See the irony of it! We went into the war to end war—at least the women of the country did, though I doubt if the General Staff of the Army and the manufacturing interests who secured contracts from the War Department would have answered to that call, since in the nature of things a war to end war would put many of them out of business. But certainly the rank and file of mothers and sisters and sweethearts who sent their men to the trenches did it in the high spirit of sacrifice, as a duty they owed humanity, and those young men went generally, many of them to their doom, in the same lofty spirit, and in full expectation that when the fight was over and they were either dead in Europe or back here victorious, their swords were to be beaten into plowshares, and they were to live amicably with the world forever after.

But what has really happened? The men are again at home—except for 115,000 brave boys who have paid the supreme sacrifice—but there is no promise of disarmament. On the contrary a vast increase of armament has been authorized.

Viewed as a breach of faith,

the action of Congress is bad enough, even if we were perfectly able to pay the bill. But we are not able to pay it. We have a great load of unpaid bills amounting for this year to \$2,838,000,000 which will make us stagger, as we try to climb upward, even without the extra burden of \$855,000,000 for enlarged military and naval establishments. Our unpaid bills are for past wars, chiefly the war with Germany. They are composed of items like pensions, war risk insurance, compensation for disability, the vocational education of mutilated soldiers, the restoration to health of diseased soldiers, the upkeep of soldiers' homes, the return to America of the soldier dead, the interest on the war debts, and so on. These are debts of honor. They can not be repudiated.

The sum of these two items, one for the wars of the past, the other for the wars of the future, is so gigantic, \$3,694,000,000 for just one year's appropriations, that Congress was of course not able to appropriate much for all the other functions of government. Rich as we are, the country has to be carefully combed to yield four thousand million dollars a year in taxes. The result was that Congress appropriated only \$481,000,000 for all the non-military activities of the Government, only about half what it did for the combined military and naval establishments. It trimmed to the bone every appropriation for commerce, agriculture, public works, public health, science, research, and education.

Nor is that tremendous total of four thousand million dollars the whole story for this year. As soon as Congress convenes, a de-

iciency bill will be brought in to cover items for the general service that simply have to be covered, since certain functions of Government, which were not adequately provided for last spring, are required by law to continue. And much as the Army has had, it is said to be still unsatisfied and a deficiency appropriation will probably be demanded.

On the average, each one of you will have to pay about \$40 of that four thousand millions. If you and your husband have the average American family of three children, your contribution this year to the State, direct and indirect, will be about \$200 for your family of five. That is enough to pay the fees of one child at the University this year. Instead it will go towards the support of some stoker on an idle battleship or some orderly at a useless Army post.

I am afraid you will not see how these taxes discriminate against the non-military population unless I give you some concrete illustrations. Here in Washington live many officers of the Army. Some of their wives went to college with us. Well, I could name two of our members and I could say: Here is Mrs. A. living comfortably on her husband's salary, he being an officer in the Army and fifty years old, likely at that age to be a lieutenant-colonel drawing from \$4,100 to \$5,100 a year, according to the length of his service. Do you happen to know what the duties are to which he may be assigned at the War Department? He is perhaps supervising one poor, underpaid, civilian clerk. Or, if he is more fortunate, he may, with numerous others of similar mili-

tary distinction, be at work for the General Staff of the Army, planning the campaign to be made against Mexico when that campaign is made. In any circumstance, he is adequately paid and not overworked! If ever he goes to war, he is safely far from the battle line. When he reaches the age of 64 he will be retired on retired pay of at least \$3,100 a year, possibly as much as \$3,800, even though not advanced in rank after the age of 50, considerably more if he reaches higher rank. At all times he has the privilege of feeding his family and clothing them to some extent out of commissary stores at rates very much below the general market prices. If he is not provided with a good house in which to live, furnished largely in Philippine mahogany at Government expense, he is allowed commutation of quarters. His fuel and lights are also furnished him. He can get his drugs from the Hospital Steward, his automobile tires from the Quartermaster General when Congress does not allow him an automobile for his special use. When his children are ill, yes, even when they are born, he may call in the Army doctors and when he or anyone of his family goes to the Army hospital for an operation his fees are merely nominal. These perquisites and allowances, together with his salary, seem to you and me rather generous payment for supervising one poor civilian clerk, but then you must remember that the War Department has an appropriation of over \$418,000,000 and can easily pay him that sum. Mrs. A. will tell you plaintively that Army people are poor and, of course, can not compete in society with business

people but I notice that she never finds it necessary to help support her family and that they have all the necessities and what many of us call luxuries.

But look at Mrs. B.! Her husband is a scientist in the Department of Agriculture. Perhaps he is a chemist, or a physicist, or a plant pathologist. The chances are that he is an authority in his line. His discoveries may have added greatly to the wealth of the nation, may even have saved it from terrible pest or plague. The work may have been done under the most hazardous conditions, in the swamps of Central America or in the forests of Brazil where his life was more imperiled than was ever that of the Army officer at headquarters behind the lines. And all the time he has been serving science and his country thus devotedly, Mrs. B. has been trying to make his salary of from \$2,500 to \$2,700 buy bread and boots for her little brood of children. Many eminent men of science are receiving from this patriotic country considerably less than \$2,500 a year for their services, not because their work is unsatisfactory but because Congress appropriates only \$31,000,000 for the great productive Department of Agriculture as against the \$418,000,000 for the great non-productive War Department. When the scientist retires from the service, at 70 years of age, instead of at 64 as in the case of the Army officer, he will be allowed a pension of only \$720 a year, one-third of which is of his own saving. He pays for one-third of this pension but receives in amount only about one-fifth of what the lieutenant-colonel receives for nothing. The last time

I heard of Mrs. B. she had gone into a Government office herself to earn money to educate the children.

I am sure that you women will agree with me that there is unfair discrimination here. You will acknowledge too, I think, that such discrimination against men of science and learning, men who are saving and increasing our material resources instead of spending them, must be harmful to the nation. There is something wrong with our way of thinking and acting when we acknowledge our indebtedness to men like General Pershing by granting them honors and competence and deny it to men like Dr. Leland O. Howard, head of the Bureau of Entomology. The one is rewarded for having led our forces against a foreign foe and the other is ignored although for every thousand enemies of the nation Pershing has slain, Howard has slain his tens of thousands. In fighting the mosquito, the boll weevil, the gypsy moth, and other enemies of man and his crops, Dr. Howard has served humanity more truly than has ever any general of great armies.

Now what are we women going to do about this distribution of our national wealth, Are we going to accept the situation? Some of you may say that we can not reasonably do otherwise, that we could not ourselves make a better disposition of public funds than the men have done, or appropriate less. Let us see.

I think we shall agree that there is no argument about the 65 per cent allotted for payment of obligations on account of past wars. It is fundamental that an honorable nation, like an honor-

able person, must pay its debts.

It may be, too, that the 12 per cent of appropriations allotted for non-military activities of the Government might be made to go farther. A great deal has been said in the press for a number of years about wastefulness in the Government offices. It is undoubtedly true that something can be saved by reorganization of the Government Departments and by elimination of duplicate activities in different Departments. That reorganization and elimination are in progress and when completed will put the service on a more efficient basis and save some money. But the point I want to make perfectly clear is this, that when it is all done and the Government's house is in perfect order from garret to cellar, not a stick of furniture out of place nor a shred of wasted food in the garbage pail, the saving can not possibly be more than one or two per cent of the total tax bill or from forty to eighty million dollars only out of the four thousand million appropriated. Do you not see that, even if we cut out every function of the Government except those supervised by the Secretary of War and the Secretary of the Navy, we should save less than 12 per cent of the total appropriations?

Just think what that means! If there were not a civilian officer or clerk in Washington, if we maintained no longer diplomatic relations with the rest of the world or a consular service in foreign countries; if we abandoned all management of national finances through the Treasury Department, collecting no revenues, keeping no accounts, making no estimates of revenues, and

expenditures for Congress, constructing no public buildings, coining and printing no money, supporting neither Coast Guard nor Public Health services; if we issued no patents, made no surveys of public lands, neglected our Indians, our national parks, our agricultural and mechanical colleges, abandoned our efforts to reclaim arid lands, to improve conditions of mining, to examine the geologic structure and mineral resources of the national domain, ignored Alaska and Hawaii; if we gave up completely all our efforts to promote agriculture, no longer forecasting the weather nor investigating the live-stock industry, no longer studying plant life or forest conditions, no longer conducting chemical investigations or soil investigations, no longer studying insects or wild birds and mammals in relation to agriculture and to the health of man and animals, no longer assisting the farmer in the economic management of his farm or in marketing his produce, no longer promoting the growth of agricultural knowledge in institutions of learning or in experiment stations, no longer cooperating with the States in improving the public roads of the country; if we abandoned all efforts to promote the commerce of the United States, refusing all assistance to mining, manufacturing, shipping, fishery, and transportation interests, no longer maintaining lighthouses or making coast surveys or inspecting steamboats, no longer taking the census or publishing useful information in regard to manufacturing industries, no longer determining standards of weights and measurements; if we gave up

the effort to promote the welfare of the wage earners of the United States, no longer administering the naturalization laws or the immigration laws, no longer seeking to advance opportunities for profitable employment or to diffuse information on subjects connected with labor, connected with the welfare of women in industry or the welfare of children; if all the legal officers of the Government, all functionaries of the Federal courts, all United States attorneys and marshals in the judicial districts of the States were taken off the pay roll; if the Government printed and distributed no documents; if the National Museum, the National Gallery of Art, the National Zoological Park and all other national collections of one kind and another went uncared for; if our interstate commerce were allowed to go unregulated; if our many boards and commissions were shoved into a state of compulsory inaction; if finally the Civil Service Commission and Congress itself with all their many employees and caretakers were to be sent home and kept there while the Capitol fell rapidly into rot and decay; if, in short, only three men sat with the President at the Cabinet table, the Secretary of War, the Secretary of the Navy, and the Postmaster General, why, then we should save some money, should we not? Yes, but if we did all that, we could save only 11.6 per cent—not even 12 per cent—of our huge appropriations, depriving ourselves in the meantime of nearly every useful function which the Government performs for us.

Many people seem to think that a budget system will enable us to save large sums. Most assuredly

it will be to our advantage to have estimates of expenditures and estimates of revenue presented to Congress in balanced form and considered together, budget-fashion. But please observe that if the Bureau of the Budget were composed of archangels from Heaven, all accomplished accountants, it could not save more than the entire amount of the appropriation for general purposes—and that is only 12 per cent of the whole. The one or two per cent which might possibly be saved will hardly be reflected in the individual's tax bill. It is only a dribble at the spigot.

The only item that can be reduced materially is that 20 per cent for military and naval establishments. If anyone reduces that it will have to be the voters of the country. Neither the War Department nor the Navy Department is accustomed to return to the Treasury an unexpended balance. We women are voters now. We can force a reduction in that 20 per cent, if enough of us desire it.

But there are people who will tell you that we must have this big Army and Navy, that we must even subject our sons to "automatic peace-time conscription" in order to prepare for "the next war," and that if we do not prepare for it we shall be beaten.

Well, in answer to that, I have this to say, now while we are at peace with the world: that if you women will work as hard to prevent the next war as most of you would work to win a war, if it were declared, that next war will never come. Let us rouse ourselves and use our power. Without our help there will be no war with Mexico, England, Japan, or

any other country; with our help our country may live in peace with all the world. What the voting women of the world decide shall be has to be. The problem is no longer to obtain the power. We have taken that first great step. Our problem now is how to use that power. The second great step—for the women of Great Britain, Scandanavia, Germany, Russia, as well as for the women of the United States—is to eliminate from our parliaments and congresses all those who will not help in the cause of disarmament.

Some of you will ask: Would you have us sit impotent and idle and see our country exploited and despoiled, like China? Happily, that is not the alternative. The reason that that is not the alternative is this: We are educated and enfranchised. Chinese women are not. And there are multitudes of women in the leading countries of the world, educated and enfranchised also, who feel as we do about these things, women who have suffered far more from wars than we have. Like us they can eliminate from their parliaments the advocates of armies and navies. The women of Great Britain and the women of America alone can keep the peace of the world if they will force their governments to disarm and then sit idle whenever the men begin to talk of war. Once rid of armies and navies, we should be ruled by gentlemen's agreements or perhaps you would prefer under those circumstances to call them women's pledges.

War is inevitable for us only in case we women repudiate the spirit of fairness and of patience. It will cost us less, far less, to be

fair and patient than to go to war.

Knowing this, what should be the program of women who want the nation's funds for constructive work, who want their sons saved for such work?

The first practical thing to do is to organize the women of the United States, the college women, the professional women, the working women, the home women of the country for united action in opposing military legislation. Two years hence every man in Congress who is in favor of large military and naval establishments or of conscription of our sons can be retired to private life. Carefully selected women should also be sent to Congress.

The second thing to do is to watch closely your representatives when they come to Washington and make them do your will under threat of withdrawing them from Congress, if they waste your money on armaments. All that some Congressmen need is to be reminded frequently that among their constituents are a large number of mothers as well as a small number of profiteering manufacturers.

The third thing to do is to make women the heads of some of the executive offices which have to do with spending the money appropriated. Mr. Julius Kahn is insisting that the supplies of Army materials must be purchased by the Assistant Secretary of War, who should be "an expert in commerce and industry." Personally I should like to see an honest, thrifty woman, an experienced buyer for some big mercantile house, get the job. I feel sure that nobody but a man would do what a lieutenant in the War De-

partment did in 1918, order 130,000 branding irons at a cost of \$44,850. Did he think that branding irons for mules were like sanitary drinking cups for humans and only to be used once? The Army only purchased 128,000 horses and mules in 1919.

And most important of all, the first and the last thing to do is to get in touch with the voting women of other countries and agree on a program of disarmament to be carried through doggedly, regardless of the opposition that our respective men folk may express. We must put our most idealistic women into the diplomatic service, women beloved of all the world for their devotion to humanity. And what I want especially to see is a few clear-headed women around the State Department, women who talk a great deal, talk easily and frankly because they have nothing to conceal, because their thoughts are kind and fair and humane and simple, women large of soul, who are diplomats but who scorn secrecy and intrigue.

Does it seem to you an impracticable program just because never before in the history of the world has such a program been practicable? It is only practicable *now* because an entirely new element enters into the problem, that is, the woman's vote, which is only of value to society if it expresses woman and brings out the difference between her and man.

Do you not see that the hope of the world, the power of the world, lies now with us? No longer do we need to beg. We can say to the man: "We are done with armies. We shall not let you have them any more." And if we refuse to listen to their foolish

tongues, they can not help themselves, they will have to take what we consent to let them have. For we hold the balance of power. There are many splendid men who feel about these great armies exactly as we do but without our aid they can not make their ideas prevail.

Just as soon, however, as the people who believe in wars realize that the women of the country are working for disarmament, they will begin to woo us with military blandishments. Women will be bribed with commissions in the Army and Navy, commissions for our young girls as nurses and yeomen, for our old women as morale officers and intelligence agents. Some of them, even college women, will be stupid enough or frail enough to betray their sex and their country, misled by admiration of the becoming uniforms, enjoyment of the comfortable perquisites of office, delight in the glory of military honors. But I hope that the majority of college women will see clearly and act courageously.

If we can crowd the warlike out of Congress, keep down armaments, elect the peaceful to high office, foster reciprocity in trade, demand council meetings before instead of after fighting, make friends with the altruistic voting women of other nations, and thus throttle wars for two generations so that at last a body of youth without family traditions of fighting may grow to manhood, our battle for reason in the affairs of men is won forever.

And why can we *not* do this thing if we apply ourselves with a kind of divine wrath, as seriously as we set to work to wrest the vote from Congress. In time, if

we have the vision and the courage and the steadfastness, who knows but we may have things reversed, with 88 per cent available for good works and only 12 per cent to be expended on armies and navies detailed to police duty?

We have reached a crisis in the history of our nation and the history of the world. All mankind wants peace and yet all men prepare for war. New wars threaten which may possibly result in commercial supremacy for us but almost certainly will inaugurate a race struggle the end of which no man can foresee. One fact alone is hopeful. The women of the world, for the first time in the

history of mankind, have power to compel an appeal to reason in case of dispute between nations. If our powers of organization and cooperation are equal to the need, we may save mankind; otherwise, the outlook for civilization is indeed black. Stop then your feeble, futile attempts to do a bit of good here and a bit of good there and try to see the problem as a whole. Concentrate on the one great effort to save the world's money from being squandered on armies and navies so that we may ultimately have the means in hand to do for humanity what we long have dreamed of doing.

FELLOWSHIP ANNOUNCEMENTS 1921

The Committee on Fellowships would greatly appreciate the cooperation of the officers of the colleges and universities and of our members in bringing the Announcement of Fellowships to the attention of women graduate students.

The fellowships are open to American women unless otherwise stated. There are no application blanks. One application may be made to serve for all the fellowships for which the applicant is eligible, if she so designates. Application is made by a letter to the chairman of the Committee on Fellowships,

Professor Margaret E. Maltby
Barnard College, Columbia University
New York City, N. Y.

Applications and recommendations for all these fellowships must be received not later than February 1, 1921. None can be accepted after that date.

The letter of application should contain an account of the applicant's educational training, a statement in full of the plan of study or research, and the object in view. It should be accompanied by:

1. A certificate from the registrar of

the college or university awarding the degree or degrees received by the applicant.

2. Testimonials as to her health, character, ability, and scholarship.

3. Theses, papers, or reports of investigations, published or unpublished, unless other requirements are specified.

The Committee cannot assume any responsibility for collecting testimonials for an applicant.

Theses, papers, etc., and letters submitted by the applicant will be returned if postage is sent for that purpose. Confidential letters sent to the Committee are kept. In case an unsuccessful applicant wishes to make use of them in applying for a fellowship elsewhere, they will be sent to the chairman of the Committee on Fellowships, provided these testimonials are regarded as confidential.

The acceptance of a fellowship implies the obligation on the part of the fellow to devote herself unreservedly to study or research as outlined in her application; to submit any proposed change in her plan to the chairman for approval; and to send to the chairman at least two reports on her work, one not later than March 1, 1922, and the other upon the completion of the year's

work. The Committee regards the acceptance of a fellowship as creating a contract requiring the fulfilment of these conditions.

The fellowships are payable in two equal installments on July 1 and January 1. All fellowships for which the A. C. A. holds the funds will be paid by the Treasurer of the Association, Mrs. Edward D. Pomeroy, 938 Glengyle Place, Chicago, Ill., provided the Fellows notify her of their addresses for those dates.

Fellowships Available for the Academic Year 1921-1922

Alice Freeman Palmer Memorial Fellowship

Candidates for this research Fellowship of *one thousand dollars* must have the degree of Doctor of Philosophy or Doctor of Science, or must present evidence of work which would be considered the equivalent.

The Sarah Berliner Research and Lecture Fellowship

The Committee on Fellowships of the Association of Collegiate Alumnae has been made the committee on award of this Fellowship, of the value of from *one thousand to twelve hundred dollars*, offered annually. It is available for research in physics, chemistry or biology. This Fellowship is open to American women holding the degree of Doctor of Philosophy or to those similarly equipped for further research. It will be awarded only to those who give promise of distinction in the subject to which they are devoting themselves.

In view of the fact that many of the holders of this Fellowship have given important courses of lectures in the universities at which they have carried on their research, the committee in charge of the Sarah Berliner Fund desires to give explicit recognition to this aspect of the Fellowship. Hereafter, therefore, preference will be given to those candidates who can carry on research and at the same time have the privilege of giving one or more courses of lectures at some university or institution of learning.

The A. C. A. European Fellowship

This Fellowship of *seven hundred and fifty dollars* available for study or research in Europe, is open to any woman having a degree in Arts, Science, or Literature, who has completed at least two years of graduate study, and has a

definite piece of research in preparation. The award is based upon evidence of character and ability of the candidate and promise of success in her chosen line of work.

The Anna C. Brackett Memorial Fellowship

This memorial Fellowship of *seven hundred dollars* is offered in alternate years by the Association of Collegiate Alumnae as trustee of the memorial fund given by the Anna C. Brackett Association.

The Fellowship is open to any woman having a degree in Arts, Science, or Literature, who intends to make teaching her profession. In general, preference is given to those applicants who have had successful experience in teaching and in addition have completed at least two years of graduate study. The award is based upon evidence of the character and ability of the candidate and the promise of success in teaching.

The Latin-American Fellowship

This Fellowship of *seven hundred and fifty dollars* is established by the Association of Collegiate Alumnae to further friendly relations with women students of the Latin-American republics, and to assist them to prepare for public service in their communities.

The qualifications of candidates for this Fellowship are:

1. They must be natives of the Latin-American republics.

2. They must have the equivalent of a college education in the universities or the best normal schools of their countries. In general the Committee on Fellowships will give preference to the applicants already prepared to carry on graduate or professional study.

3. They must be at least twenty-one years of age.

4. They must have sufficient knowledge of English to enable them to understand and profit by lectures, use English text-books, take part in class discussions, and take examinations.

5. The purpose of their study shall be preparation for some form of public service to their countries in one or more of the following fields:

- (a) Education, including scientific investigation, teaching, library work, etc.

- (b) Social service or any field whose aim is the improvement of the social conditions in the community, or the increase of its economic efficiency.

(c) Public health and sanitation, which may include the hygiene of dependent or delinquent children or adults, or of school children, or of those engaged in the industries.

The Gamma Phi Beta Social Service Fellowship

The Gamma Phi Beta Sorority offers a Fellowship of *five hundred dollars* available for the year 1921-1922 to be awarded by the Committee on Fellowships of the A. C. A.

This Fellowship shall be devoted to preparation for the profession of social service, and is open to any woman who is a graduate of a college of recognized collegiate rank, and who has done at least one year of graduate work. Some of her courses must have been in the department of social science.

It is understood that the Fellow will devote herself entirely to preparation for social service work in a school whose standing is equal to that of the New York School of Social Work.

The Rose Sidgwick Memorial Fellowship

This Fellowship of *one thousand dollars* has been established by Americans and the Association of Collegiate Alumnae in memory of Rose Sidgwick, a member of the British Educational Mission which visited the United States in 1918, and in recognition of her services to the cause of Anglo-American friendship.

The fellowship is open to British women of graduate standing and is to be held for the purpose of graduate study in American colleges or universities.

The award of this Fellowship will be made by a committee of the British Federation of University Women.

Further information may be obtained from

Miss Theodora Bosanquet,
50 Russell Square, W. C. 1,
England.

Inquiries concerning scholarships and fellowships offered by the French Ministry of Public Instruction to American women for study in French institutions should be addressed to

Professor Margaret E. Maltby,
Chairman of the Sub-Committee on
Awards for Women of the Committee
for Franco-American Exchange of
Scholarships and Fellowships,
The Institute of International Education,
419 West 117th Street,
New York City.

Committee on Fellowships:

Professors Margaret F. Washburn,
Vassar College.

Sophie C. Hart, Wellesley College.
Margaret E. Maltby, Barnard College,
Chairman.

Address all communications to the chairman.

STATE ORGANIZATION

Connecticut

Interesting reports of the progress of state organization in the various states have been received during the last few months.

Last year in Connecticut, following a conference of all of the branches of the North Atlantic Section held in New London, at which the President, the Executive Secretary, and the Vice President of the North Atlantic Section were present, there was called at New Haven, under the leadership of that Branch, a meeting of representatives of all of the Connecticut Branches and of the independent College Clubs of the state so far as they could be found. A constitution was drawn up and adopted, which has since served as a suggestion to some other states in which the state

organization movement is proceeding.

At a meeting held in November in New Haven, new officers were elected for the current year, Mrs. John Edwin Wells, 77 Vauxhall St., New London, being elected President. The state organization has an educational committee of which Miss Margaret Corwin of the Yale Graduate School is the chairman and Miss Elinor Bliss of the New Haven Branch is the secretary.

The immediate bit of work taken up by the state organization is an attempt to further the efforts of the State Board of Education for improved school legislation and for pensions for old and disabled teachers. In this the Yale alumni associations of South Manchester, of Hartford, and of Bristol have signified their interest and have sent delegates to the meeting held in New Haven. A

convention of all the college women of the state is in contemplation for the early spring. The co-operation of the men's associations with our organization is a most interesting and promising development.

New York

The New York State Division of the Association held a meeting in Utica on October 15th for the purpose of adopting a constitution for the state organization. About two years ago Mrs. F. E. Bates of Ithaca was asked by the executive secretary of the Association to act as state president to assist in strengthening the work in the state. Last February a meeting of the branches of the state was held in Ithaca and it was voted that the councillors of the branches should meet in Cleveland at the time of the Council meeting and that they should there draw up a constitution. This meeting proved impossible by reason of the rush of work at the Council meeting. Later, therefore, the state president sent out a suggested constitution to all of the branches, asking them to send delegates to the meeting in Utica on the fifteenth of October for its consideration. More than half the branches of the state sent representatives and after thorough consideration a constitution was adopted to become operative when ratified by the Branches. Two months were allowed for ratification after which the constitution becomes operative among the branches that have ratified.

The objects of the state association are as follows: improvement of college standards; educational legislation; extension of adult education; co-operation with the state department of education, with other educational agencies, and with the educational departments of other women's organizations; international and local scholarships; arousing and maintaining interest in college training among girls who might not go to college; increase in membership of existing branches and in the number of branches in the state.

It will be noted that in accordance with what has always been the policy of the national organization the emphasis is entirely on educational matters. It is believed that the closer organization through the state will greatly en-

hance the power of the Association, especially in legislative work.

California

The matter of a more definite state organization of the A. C. A. branches in California was taken up at the conference of the branches held in connection with the State Conference of Social Agencies, which has occurred each spring for the past three years and in which the Association of Collegiate Alumnae has been an allied organization. These State Conferences have proved the great value of state co-operation and counsel and it was believed that by making more explicit and systematic the informal plan heretofore followed a closer and more effective organization of our own work could be brought about.

The representatives present drew up the following recommendations to be submitted to the Branches: that a California Division of the Association be organized; that the officers of the Division be a Chairman (or Director) and a Secretary-Treasurer; that the objects of the California Division be legislation for education, international and local scholarships, and increase of membership and branches; that the membership of the California Division consist of the existing branches and of as many of the college clubs of the State as become branches; that meetings be held at least once a year, the time and place to be determined by the sectional vice president, the chairman (or director) of the Division, and the councillors of the branches; that the expense of the annual meeting and of necessary printing and postage be met by a proportional assessment on the branches.

The representatives present adopted these recommendations and instructed the councillors present to carry them back to their branches for approval.

Further reports on the progress of state organization may be expected month by month.

Belgian Academy To Admit Women

The Belgian Academy of Letters, which is about to be inaugurated, will admit women as members on as equal footing with men. It will be the first European institution of its kind to do this.

AMONG THE BRANCHES

The New London, Connecticut, Branch has been very active, having held since September a tea for members, and a reception for members and guests to meet Edwin Markham, who read from his poems, besides having given a play, "Twig of Thorne", which ran for two nights and cleared enough to pay for a scholarship next year for a deserving New London girl. The Branch also gave a summer scholarship at Wood's Hole Biological Station last summer to a Connecticut College Junior and expects to do the same next summer for another member of the Junior class.

The St. Paul Branch last year raised thirteen hundred dollars for scholarships. The feat was accomplished by means of securing the best theatre in the city for a single performance and selling every box and seat, even to the uppermost cranny. The Branch correspondent writes that "there is nothing like getting people into the habit of going to a performance of this kind each year. They expect a good play and enjoy the informality of college singing between the acts." "Our chief concern," she adds, "lies in securing a worth while production; for the cautious manager of our best theatre will not part with anything so well known that it will pack the house without the help of the college club."

Out of the money raised in this way the club is paying for six scholarships of one hundred and fifty dollars each. Five of these were awarded to girls at the University of Minnesota. The sixth is helping one of the city librarians to take a needed course at Pratt Institute. City charter provisions create a peculiar opportunity for service along this line.

At the opening luncheon of the Chicago Branch the President of the Association, Mrs. Rosenberry, and Dean Loueen Pattee of the University of Cincinnati were guests of honor. The President spoke on the work of the national Association and Dean Pattee, who was one of the delegates to the London Conference, gave an account of the creation of the International Federation of University Women. The Branch has expressed its intention of continuing its assistance to the Vocational Supervision League, an organization which endeavors to prolong the school life of as many

as possible of Chicago's children beyond the limit set by the compulsory school laws; as well as its support of the Collegiate Bureau of Occupations. A Committee was also appointed to present to grammar and high school girls the possibility and desirability of a college education. This Branch is following the good example set by the Nebraska Branch last year by appointing a committee to investigate the opportunities for women of advanced scholarship in the University of Illinois.

The Southern Colorado Branch at Colorado Springs took an active part in the campaign for the passage of the constitutional amendment authorizing the state legislature to increase the revenues of the state educational institutions. A list of things that individuals could do to help was submitted to the members, each of whom checked off the particular task that appealed to her. Some promised to distribute literature on the subject. One promised to ask business men to donate their advertising space to be used in advertising the amendment. Speakers were secured to reach the various clubs and efforts of all sorts were made to reach the people outside the clubs. Early in the month of November the branch joined with other organizations to give a big rally in celebration of the landing of the Pilgrims.

The Toledo Branch raised last year about \$800 for their scholarship fund by a series of "Pyramid Teas." The Branch now has four girls at Oberlin and one at Ohio Wesleyan on gift scholarships, and one at Ohio Wesleyan and one at the State University on loan scholarships. The Vocational Committee of the branch has held mass meetings of the girls in the three high schools at which talks were given on vocations open to women and the training necessary to prepare for them. These talks on general vocational opportunities were followed by meetings with talks on special vocations which were open to all girls interested.

The California Branch has opened headquarters in Room 510, McDonough Building at 333 Kearny St., San Francisco, and invites all college women visiting the city to register there. On Fridays the Branch has an informal luncheon at the restaurant of the National

League for Woman's Service in this building and visiting college women are directed to ask for the A. C. A. table. The Branch has appointed a Committee on International Relations which it hopes will maintain intimate contact with the college women in the countries bordering on the Pacific. The Branch is fortunate in having on the Committee a number of women whose interests and experience are international.

The educational program of the Branch for this year promises to be of great interest. Sub-headings of the committee work include: legislation, training of teachers, pre-school prob-

lems for young mothers, problems of the grades, the function of private schools, new developments in educational theory.

Shortly before the November elections the **San Jose Branch** held a highly successful open forum for the discussion of the twenty amendments to the state constitution which had to be voted on at the election. Qualified speakers presented the arguments for and against all of the measures after which there was open discussion from the floor. Between four and five hundred men and women were present.

AT THE NATIONAL CLUB HOUSE

To a guest of strong Republican party sympathies arriving on election night, the National Club House at Washington unquestionably radiated warmth, informality, suppressed excitement and good cheer. A pro-League Cox-er, although no less hospitably received, may have felt a gentle strain of melancholy in the fading hope that underlay his part in the celebration; while the straw vote taken at dinner, fairly representative of the country's will (Harding, 17; Cox, 8; Debs, 2), indicated that even the protest vote had its courageous adherents. During the evening reports of the returns were read every fifteen minutes to constantly changing groups of men and women, who came and went until after midnight. The overflow of guests from the reception and main dining rooms to the glassed-in veranda running the length of the house, testified to the popularity of the refreshments served from nine to twelve. Certainly the city's acceptance of the club as a live center of interest in issues of national import must have seemed to its sponsors gratefully secure.

The use of the Club House as a gathering place for trained representatives of widely varied educational and social interests is already marking its national and international rather than its local character. Miss Julia Lathrop and many of her co-workers in the Children's Bureau make frequent use of the house at luncheon and tea hours. Miss Mary Anderson, Head of the Woman's Bureau of the Department of Labor, was a summer resident. Mrs. Annette Adams Abbott of California, the newly

appointed assistant to the Attorney General, and Miss Mabel T. Boardman, as one of the three Commissioners for the District, have addressed the Club on questions of civic responsibilities for trained women; while Dr. Caroline Spurgeon of Bedford College, England, whose hope is for the international significance of a Club of University women based on the interchange of varied expressions of a common educational ideal, has been eagerly heard, not only here but also in many other parts of the country. Other guests from overseas have been Madame Velander of Stockholm, sent by the Swedish government to investigate special problems in our educational system; Dr. Winifred Cullis of the University of London; and Miss E. C. Bartels, teacher at the Bingley Training College for Teachers, Yorkshire, England.

Even a partial survey of the registered names of our own country women reveals interest and activities as diversified as those of Miss Mary Hazeltine, Head of the Department of Library Science at the University of Wisconsin; now doing an important piece of bibliographical work for teachers in citizenship; Miss Mary McDowell, the well known head of the University Settlement of Chicago; Mrs. Alice Peloubet Norton, Editor of the *Journal of Home Economics*; Mrs. Fannie Fern Andrews, writer and worker for international peace; Dr. Helen Putnam, whose work for the prevention of tuberculosis and for more intelligent school hygiene has received wide recognition; Mrs. Philip North Moore, former president of the

National Federation of Women's Clubs and now president of the National Council of Women; Mrs. Alice Ames Winter, present president of the National Federation of Women's Clubs; Mrs. Vernon Kellogg, whose Bobbins of Belgium is authority upon the work of the Belgian lace makers; Mrs. Herbert Hoover; Presidents Thomas of Bryn Mawr and McVea of Sweetbriar. As for deans and wives of deans, the Club House seems to be an especially happy hunting ground for them; while itinerant members of school and college faculties, representing a wide range of departmental and administrative specialties, may be caught on every corner. Librarians from the University of California, bent on "seeing Washington first," not to be outdone in sprightliness by elderly ladies from Beacon Hill,

one the niece of William Ellery Channing, bring the two edges of the continent into close competition in breakfast table talk. In fact the wide geographical, as well as the professional and occupational distribution of both guests and members, is proving more and more the club's distinguishing asset, as was indeed the hope of its initiators, whose printed foreword reads:

Our Purpose:

To establish in Washington much needed national headquarters that shall be a center for college and university women from our own and foreign countries. This will make it possible to extend the power and influence of the Association in its work for the advancement of education and the widening of opportunity for trained women.

WANTED, MORE HOMES

Edith Elmer Wood,

Chairman National Committee on Housing.

The housing shortage in the United States, which is now well past the million-dwellings point, is by no means an unmixed misfortune, for it has set all classes of society to thinking in terms of housing. The great trouble used to be that no one really visualized the housing problem except its victims, who were in the nature of the case rendered inarticulate by partial asphyxiation, and the small group of settlement workers, visiting nurses, C. O. S. and school people, who could always be dismissed as "uplifters". Now that everybody's shoe is pinching, something may be done.

Pursuant to a Senate resolution of last April, a committee consisting of Senators Kenyon of Iowa, Edge of New Jersey, Walcott of Delaware and Gay of Louisiana under the chairmanship of Senator Calder of New York, has been taking testimony in the principal cities of the country. It will report to the Senate when that body convenes in December on the extent and causes of the housing shortage and the remedies it considers necessary.

Meanwhile the Lockwood joint committee of the New York legislature, under the guidance of Samuel Untermyer, is unearthing enough graft to account for part, at least, of the present high cost of building.

It should not be forgotten that the housing committee of Governor Smith's Reconstruction Commission recommended last spring a far-seeing constructive program for New York state closely akin to that of the A. C. A. Governor Smith backed it with enthusiasm, but an adverse legislature sidetracked it in favor of the drastic and probably unconstitutional rent laws, which, however they may have relieved some oppressed tenants for the moment, can only in the end increase the housing shortage by creating a panic among landlords.

The Massachusetts legislature of 1920 passed an enabling act permitting municipal housing, and the present special session of the New Jersey legislature is likely to do the same.

Both New York and New Jersey have passed permissive tax-exemption laws intended to stimulate building, but as yet no city has taken advantage of them. Unless the adopting cities show more wisdom than the legislators and limit the exemption to moderate-priced structures of approved standards and rental, a heavy burden will be laid on the tax payers with little compensating advantage. A. C. A. members should watch over this matter if it comes up in their home towns.

Membership Campaign Suggestions

The Club House Membership Chairman sends the following suggestions for Branch, City or Club Campaigns for non-resident members of the A. C. A. National Club.

COMMITTEE

Every college accredited by the A. C. A. should be represented on the committee. The dean or registrar of each college will furnish lists of all women who have attended that college who live in that region. (This helps build up Branch and Club Memberships).

METHOD

From these lists, a complete record of all college women in the region is obtained.

Every committee-man should *visit every* woman from her own college. (This makes for college solidarity). She should present all available arguments for supporting the Club. If successful, the committee-man should get the new member's check and turn it over to the chairman to be forwarded to Mrs. Pomeroy. (Notes and telephone calls serve as preliminaries; only hand to hand encounters, sealed by checks, secure members).

Anyone who feels unable to join should be urged to take the circular and application blank in order herself to secure a member, preferably a classmate not residing in her vicinity. Thus with a two-

cent stamp and a little effort she may do her bit for the Club.

(By this organization and procedure the Kansas City branch has already secured 56 members and has circularized the southwest without direct cost to the Association).

REMEMBER

Members joining before an initiation fee is required are recorded as Charter Members.

Life Membership in the Club costs \$100.

Compulsory Gymnastics for Girls in French Schools

Gymnasium work for girls in French schools has been made compulsory by a bill passed by the French Senate, according to a correspondent of the New York Evening Post. By the bill public gymnasium privileges are also provided for women of all classes.

French newspapers offer various opinions in regard to the movement. Celebrated actresses in a series of interviews stated that they had been taking physical training for years and that the Government had followed the only rational course. Some papers express approval of exercise in private, but object to the proposed training. Others ridicule the idea of physical training and declare that it will rob the French woman of the grace of movement for which she has been noted for centuries.

OFFICIAL CALL

for the

BIENNIAL MEETING

Washington, March 28-April 1, 1921

Headquarters, Washington Hotel

The Biennial Convention of the Association is called to meet from the 28th of March to the 1st of April, inclusive, at the Washington Hotel, Pennsylvania Avenue, 15th and F Streets, Washington, D. C. Delegates expecting to attend the convention and wishing accommodation at headquarters should make their arrangements directly with the hotel. Rates vary from \$2.50 or \$3.00 per day up. Members wishing to stay at the Club House should make their reservations at once.

All branches are requested to appoint

their delegates as soon as possible and send their names and addresses to the executive secretary, in order that full information may be sent them as the plans for the convention develop. The importance of this convention in the history of the Association cannot be over-estimated. It is hoped that every branch will be fully represented and that the delegates will be prepared to voice the opinions of their branches on the vitally important measures that will be presented there for action. The most important issues to be considered will soon be sent out to all of the branches for pre-convention discussion.

In order that each branch may be quite certain as to the number and kind of representatives to which it is entitled we re-print herewith the provisions of the by-laws relating to representation at Biennial Meetings.

(a) The voting body at a biennial meeting shall consist of members of the Council, regularly accredited delegates and chairmen of standing and special committees.

(b) Each Branch composed of twenty-five paid up members or under shall be entitled to be represented at the biennial meeting by one delegate and by one additional delegate for every twenty-five additional paid up members beyond the original twenty-five. Delegates may be elected or appointed by Branches.

Any councillor who is a member of a Branch may serve also if duly appointed as the delegate of her Branch when occasion requires.

(c) General members-at-large shall be entitled to be represented by one delegate for every fifty paid up members, or major fraction thereof, residing in each of the ten geographical divisions of the Association.

These delegates shall be elected by the general members residing in each section under the direction of the Vice-Presidents of their respective sections. Each Vice-President shall send the names of the delegates elected in her section to the Treasurer of the Association two weeks before the time of the biennial meeting.

(d) Duly accredited delegates at any biennial meeting may cast the entire vote of the delegation, each delegate present being entitled to cast, proportionally, the vote of her entire delegation, i. e., if the delegation is entitled to cast twenty votes and only ten delegates are present each delegate may cast two votes, etc.

(e) An alternate may be elected or appointed for each delegate.

(f) All other members of the Association are entitled to be present at biennial meetings and may take part in discussion upon the measures brought forward, but unless otherwise entitled shall not introduce motions or vote.

Representation on the Council

The Council shall be composed of the Board of Directors, former Presidents of the Association, Chairmen of Standing Committees, and three classes of members as follows:

(a) Each Branch composed of one hundred paid up members or under shall be entitled to be represented on the Council by one councillor, and by one additional councillor for every additional

one hundred paid up members, fractions of one hundred not entitling to an additional councillor, the representation being only by full hundreds.

(b) General members-at-large shall be entitled to be represented on the Council by one councillor for every two hundred members, fractions of two hundred not entitling to an additional councillor, the representation being only by full two hundreds. The vote for councillors shall be conducted in the same manner as the election of delegates to the biennial meetings.

(c) Each college and university whose alumnae are eligible to membership in the Association shall be entitled to elect or appoint one woman from among the women on its faculty or governing body to the Council of this Association, the term of office of such councillors to be two years.

(d) Councillors shall be elected to serve for two years, but in case of the inability of a Councillor to attend any meeting, the Branch or college may appoint an alternate for that meeting, who shall have all the duties and privileges of the regular Councillor.

Affiliated Members

Affiliated Alumnae associations and groups of alumnae are entitled to one voting delegate for every one hundred affiliated members in their respective group, fractions of one hundred not entitling them to an additional delegate, the count being made only by full hundreds. The affiliated members of no one institution shall be entitled to more than ten delegates.

Alumnae associations and other groups of alumnae of not less than five hundred and not more than one thousand affiliated members shall be entitled to be represented on the Council by one councillor, and by one additional councillor for every additional one thousand members or major fraction thereof.

WANTED

Copies of the January, March-April, and July-August issues of the Journal. Any members of the Association who have copies of these issues that they do not wish to keep would confer a favor by returning them to the office of the

EXECUTIVE SECRETARY

934 Stewart Ave.,
Ithaca, N. Y.

**National Club House Non-Resident
Membership, October 23, 1920.**

Boston University	10	Radcliffe	30
Bryn Mawr	40	Rockford	01
Carleton	01	Randolph-Macon	02
Colorado	04	Smith	70
Columbia University	22	Swarthmore	05
Cornell College	01	Syracuse	02
Cornell University	09	Trinity	01
Elmira	14	Tufts	01
Goucher	06	University of California	02
Indiana	01	University of Chicago	17
Knox	01	University of Cincinnati	05
Lake Forest	01	University of Illinois	01
Leland Stanford	09	University of Iowa	04
Massachusetts Institute of Technology	04	University of Kansas	10
Miami	01	University of Michigan	24
Mills	01	University of Minnesota	04
Milwaukee-Downer	01	University of Missouri	06
Mt. Holyoke	07	University of Nebraska	01
Northwestern	01	University of Pennsylvania	03
Oberlin	08	University of Wisconsin	08
Ohio State	03	Vassar	72
Penn State	01	Wellesley	157
Purdue	01	Wells	03
		Western Reserve	02
		William Smith	01

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- | | |
|--|---|
| Allegheny College, Meadville, Pa. | Pennsylvania State College, State College, Pa. |
| Bates College, Lewiston, Me. | Pomona College, Claremont, Cal. |
| Beloit Collège, Beloit, Wis. | Purdue University, LaFayette, Ind. |
| Boston University, Boston, Mass. | Radcliffe College, Cambridge, Mass. |
| Brown University (Woman's College), Providence, R. I. | Randolph-Macon Woman's College, Lynchburg, Va. |
| Bryn Mawr College, Bryn Mawr, Pa. | Reed College, Portland, Ore. |
| Carleton College, Northfield, Minn. | Ripon College, Ripon, Wis. |
| Coe College, Cedar Rapids, Iowa. | Rockford College, Rockford, Ill. |
| College of St. Catherine, St. Paul, Minn. | Smith College, Northampton, Mass. |
| College of St. Elizabeth, Convent Station, N. J. | Swarthmore College, Swarthmore, Pa. |
| College of St. Teresa, Winona, Minn. | Syracuse University, Syracuse, N. Y. |
| Colorado College, Colorado Springs, Col. | Trinity College, Washington, D. C. |
| Columbia University (Barnard, Teachers College), New York City | University of California, Berkeley, Cal. |
| Connecticut Wesleyan University, Middletown, Conn. | University of Chicago, Chicago, Ill. |
| Cornell College, Mt. Vernon, Ia. | University of Cincinnati, Cincinnati, O. |
| Cornell University, Ithaca, N. Y. | University of Colorado, Boulder, Colo. |
| De Pauw University, Greencastle, Ind. | University of Illinois, Urbana, Ill. |
| Drake University, Des Moines, Ia. | University of Iowa, Iowa City, Ia. |
| Earlham College, Richmond, Ind. | University of Kentucky, Lexington, Ky. |
| Elmira College, Elmira, N. Y. | University of Kansas, Lawrence, Kan. |
| Franklin College, Franklin, Ind. | University of Michigan, Ann Arbor, Mich. |
| Goucher College, Baltimore, Md. | University of Minnesota, Minneapolis, Minn. |
| Grinnell College, Grinnell, Ia. | University of Missouri, Columbia, Mo. |
| Indiana University, Bloomington, Ind. | University of Montana, Missoula, Mont. |
| Iowa State College, Ames, Ia. | University of Nebraska, Lincoln, Neb. |
| Jackson College, Tufts College, Mass. | University of North Dakota, University, North Dak. |
| Knox College, Galesburg, Ill. | University of Oklahoma, Norman, Okla. |
| Lake Erie College, Painesville, O. | University of Oregon, Eugene, Ore. |
| Lake Forest College, Lake Forest, Ill. | University of Rochester, Rochester, N. Y. |
| Lawrence College, Appleton, Wis. | University of Texas, Austin, Tex. |
| Leland Stanford, Jr. University, Stanford University, Cal. | University of Toronto, Toronto, Can. |
| Massachusetts Institute of Technology, Cambridge, Mass. | University of Vermont |
| McGill University, Montreal, Canada | University of Washington, Seattle, Wash. |
| Miami University, Oxford, O. | University of Wisconsin, Madison, Wis. |
| Mills College, Mills College, P. O. Cal. | Vassar College, Poughkeepsie, N. Y. |
| Milwaukee-Downer College, Milwaukee, Wis. | Washington State College, Pullman, Wash. |
| Mount Holyoke College, South Hadley, Mass. | Washington University, St. Louis, Mo. |
| Morningside College, Sioux City, Ia. | Wellesley College, Wellesley, Mass. |
| Municipal University of Akron, Akron, Ohio | Wells College, Aurora, N. Y. |
| Northwestern University, Evanston, Ill. | Western Reserve University (Women's College), Cleveland, O. |
| Oberlin College, Oberlin, O. | Whitman College, Walla Walla, Wash. |
| Ohio State University, Columbus, O. | William Smith College (Hobart), Geneva, N. Y. |
| Ohio Wesleyan University, Delaware, Ohio | Wooster College, Wooster, O. |

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MRS. L. C. KARPINSKI

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The
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of
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1920

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MRS. GERTRUDE S. MARTIN, Ph.D.

Executive Secretary of the Association
Editor

Communications concerning all publication matters, editorial or business, subscriptions, and changes of address should be sent to Mrs. Martin at the office of the Association, 984 Stewart Ave., Ithaca, N. Y. Communications concerning advertising should be addressed to Mr. J. B. Grace, Advertising Manager, 117 S. Tioga Street, Ithaca.

EDITORIAL

We plead guilty to the publication of an ambiguous sentence in the last issue of the Journal.

An Apology and a Correction. In the official call for the biennial meeting the headquarters hotel is announced and members are advised to make their arrangements directly with the hotel. Then in immediate juxtaposition occurs the sentence, "Rates vary from \$2.50 to \$3.00 per day up." Naturally some of our members inferred that that meant rates at the headquarters hotel. The sentence as it was originally written was, "Rates in Washington vary," etc., but somewhere on its journey via typist, compositor and proof-reader the phrase "in Washington" was lost, leaving a very clear implication that the rates named were obtainable at the hotel selected as headquarters.

The fact is that the Washington Hotel never offered the Association a rate so low as this; nor is the lowest rate quoted in last month's issue obtainable in any of the larger hotels that can provide the necessary rooms for convention purposes. The committee having in charge the selection of headquarters made a most careful canvass of the possibilities and we are convinced that we have obtained as low rates as can be secured in any hotel in the city which can also provide the other facilities for the convention. The lower rates can be had in some of the smaller hotels and in some of those situated at considerable distances from the heart of the city but the rates given by the Washington are the best obtainable at any of the first class hotels. They are as follows:

Single rooms (single bed) \$5.00. Extra bed (two persons in room) \$7.00; double rooms

(double bed) two persons in room, \$7.00-\$8.00; double rooms (twin beds) two persons in room, \$10.00. For each additional bed in either of the double rooms \$2.00 per day will be charged. Every room has private bath with shower, tub and running ice water.

We would repeat our injunction to those expecting to stay at convention headquarters to make their reservations at once. Washington hotels are likely to be crowded at this season.

The article entitled "Women to the Rescue" by Mrs. Harriet Conner Brown in last month's *Journal* has

A Challenge to College Women. aroused more interest than any article published in the *Journal* for a long time.

Several members have written in for extra copies of this issue and have expressed the wish that the article might be reprinted and widely distributed. Mrs. Brown is a graduate of Cornell University, known to many graduates of that institution as "the girl who won the Woodford"—the first girl who ever won that much sought-for prize in oratory. She has been for many years a resident of Washington where her husband is the head of the Bureau of Efficiency under the federal government. She has authoritative knowledge of the facts upon which her arguments are based.

The paper was prepared for and presented before a college woman's club. In a personal letter to the editor concerning it Mrs. Brown makes some comments on the attitude of college

women which should give us pause. "I confess," she writes, "that I am continually disappointed to find college women so reactionary, so complacent with things as they are. It is the working women, those who have been so much less blessed, who seem to have the vision. It is very depressing. Our college women to whom I read my paper in October would not pass my resolutions calling for a drastic reduction of armaments—but the world has moved on without them, even here in Washington.

"On December 1 Congress convened with a huge militaristic program on the calendar—an army rapidly approaching the full authorization of 280,000 men; estimates for army and navy nearly doubling the shocking expenditures of the current year, reaching the monstrous sum of a billion and a half; plans for the enactment of a provision for 'automatic peace time conscription' of our boys. But what has happened? The appropriations for the army have been restricted, over the veto of the President, to an army of 175,000 men; resolutions calling for a naval holiday have been debated; a resolution calling for a conference on disarmament has been passed; not above a whisper is now heard any mention of 'automatic peace time conscription.'

"Alas, that college women had no part in stemming the tide towards militarism. And alas, that the League of Women Voters takes no interest! Half a dozen of us women went before the Military Affairs Committee of the House of Representatives and made a plea for reduction of

armaments but we represented, not college women, not women in command of political organizations, but women whose guiding stars are peace and work—representatives of the Women's Peace Society, the Women's International League for Peace and Freedom, the Society of Friends, the American Federation of Labor, the Women's Trade Union League. It was the first time in the history of the nation that a Committee on Military Affairs has ever listened to a delegation of women. I am told by members of Congress that our plea made an impression.

"I do not think that even the experienced leaders of the League of Women Voters and the National Woman's Party realize our power and I do not think that they realize the danger from war that threatens us unless we women use our power to organize women at home and to cement alliances with women abroad so that the world's thought and energies may be directed towards works of peace."

May it not be, as Mrs. Brown suggests elsewhere in her letter, that the Association of Collegiate Alumnae and the other educational and welfare organizations which are busily urging the passage of welfare measures carrying large appropriations, are engaged in a futile enterprise so long as 88% of all federal funds continue to be spent for military purposes? Our representatives in Congress, all of them, have gone to Washington pledged to a program of economy, determined to spend **less** money, while our welfare programs, all of them, demand the expenditure of **more**

money. As Mrs. Brown says, "Members of Congress—even very nice members—are not going to do anything special for women and babies if it adds to the tax bill. Adding to the tax bill jeopardizes the seat of even very nice Congressmen."

If we expect to get our welfare measures passed we must apparently find a way of providing the necessary appropriations without adding to the tax bill. How begin? That is the question that some of our members have asked. Mrs. Brown and her reply is: "Organize non-partisan clubs in every Congressional district to elect to the next Congress persons pledged to stop the waste of public funds on armaments."

Meantime let the men in Congress know that the women of the country demand that they leave no stone unturned to bring about an international program of disarmament. Write to President-elect Harding and to your Congressmen and Senators; to Hon. James W. Good, chairman of the House Committee on Appropriations; to Senator J. W. Wadsworth, jr., chairman of the Senate Military Affairs Committee; to Senator Carroll S. Page, chairman of the Senate Naval Affairs Committee. Induce the local branches of other national organizations to which you belong, such as the Federation of Women's Clubs and the League of Women Voters to urge upon their state and national leaders the importance of this matter. The leaders of national organizations, even fairly militant and aggressive ones, are hesitant about adopting new policies without some evidence that they will be

popular with their constituents. If the demand for the adoption of a disarmament policy comes to them from enough local groups they will heed it. Use whatever avenues of communication you may have with the women of other countries to induce them to join with the women of this in a world-wide demand for disarmament. Urge our own Committee on International Relations to take up this question with the Inter-

national Federation of University Women.

Finally, think, write and talk disarmament for all nations and urge that the money saved be used first to feed the starving millions in Asia and Europe and then, when the present crisis has passed, to make life richer and more beautiful for other millions in a world from which the savagery of war shall have been banished forever.

TEACHING "OUT-BACK" CHILDREN BY CORRESPONDENCE

Correspondence instruction is utilized in Australia for giving the advantages of education to children in remote country districts far removed from any educational center and almost out of touch with civilization. The plan has proved very successful and has been adopted in several States of the Commonwealth. Children 6 years old and upward are taught by special teachers under the department of education. The young people look forward eagerly to "mail day." A fortnightly budget is usually sent at a time. The work is most carefully set out, so that the mother or an older brother or sister may help the younger children. Every child, in addition to sending his work, corresponds with the teacher, so

that his individual characteristics and interests become known.

In Tasmania a teacher has been appointed to visit remote settlers in every part of the island in order to impress upon the settlers the possibilities of this kind of education. Enthusiastic reports are made of the work of "out-back" children, many of whom live 500 miles or more from the teacher. Children taught by correspondence rely upon independent effort much more than in the ordinary school. Teacher and pupil tend to idealize each other, and this becomes a happy stimulus to both. The new scheme enables the authorities to reach annually several hundred pupils who would otherwise receive no instruction.

DOCTORS OF PHILOSOPHY ARE IN DEMAND

Unusual demand for properly qualified instructors in universities and colleges has resulted from the greatly increased enrollment at such institutions during the present academic year. Larger salaries than ever before are offered to new faculty members,

and a man with a Ph.D. degree and a desire to teach has little difficulty in obtaining a position.

Twenty lectures on the Bible as literature will be given this winter by Prof. William Lyon Phelps for the teachers of New Haven, Conn.

A COMPARATIVE STUDY OF THE CURRICULA FOR MEN AND WOMEN IN COLLEGES AND UNIVERSITIES OF THE UNITED STATES

MARGUERITE KEHR.

The problems of education are continually under discussion and this is especially true at a time when the critical spirit aroused by the war is weighing the merits of all our social institutions. The education of women will have a large share in this criticism because women have demonstrated during the war ability not only to do their own work but also to step into men's places when necessary. The conditions of the war and its aftermath "will constitute a challenge to the colleges, force us to analyze the place of women in society and to draw conclusions from this analysis as to the methods and types of education best adapted, not to the vocational or the cultural needs of women, but to the social contributions which they are expected to make through every phase of their contacts with the community, vocational or otherwise."¹

As a contribution to this discussion, the writer made a comparative study of the educational opportunities open to women with those of a similar kind open to men, since it is a common assumption that institutions for men set the standard. The first part of this paper is devoted to a brief summary of method and results,

the conclusions drawn from these results.

Since there are three types of higher educational institutions open to women, it was necessary to make a selection from each. In order to choose colleges of the highest grade, use was made of the lists of accredited institutions prepared by the Association of American Colleges, the Association of American Universities and the Carnegie Foundation for the Advancement of Teaching. A further criterion employed was the chapter list of the Phi Beta Kappa honorary fraternity.

Independent Colleges for Women

Among the institutions of this type the following were selected as typical of the best schools in the group and as representing differences in size and nature:

	Students
Smith -----	2,078
Vassar -----	1,120
Holyoke -----	857
Goucher -----	712
Wells -----	234

	Students
Yale -----	1,391
Princeton -----	1,220
Williams -----	554
Bowdoin -----	456
Trinity -----	227

(In Connecticut)

The second column lists five independent colleges for men chosen on the same basis and approximating in some degree the size of the women's colleges with which they were compared. The figures given are limited to the undergraduate college of arts

¹ Mary van Kleeck: A Census of College Women. Journal of the Association of Collegiate Alumnae, Vol. IX, No. 9, May, 1918, p. 570.

while the second part deals with

and sciences in the men's institutions since that is most closely akin to the colleges for women. All the latter named above are members of the Association of American Colleges; all in both groups are listed by the Association of American Universities¹ and by the Carnegie Foundation (with the exception of Goucher); and all but Wells have chapters of Phi Beta Kappa.

The first step in comparing the curricula of these institutions (as described in their most recent catalogues) was the separation of required from elective work. The unit used was the semester hour, that is, one hour a week for a semester. The amount of required work varies in the women's colleges from 36 hours (Vassar) to 60 hours (Holyoke) and in the men's colleges from 24 hours (Williams) to 84 hours (Trinity).¹ The latter figures should probably be smaller since they include some preparatory work. The required subjects common to the majority of schools in both groups² are the same, with the addition of Economics and the omission of History and Bible in some of the institutions for men. A comparison of the nature and amount of required work, therefore, showed only slight differences which balance rather evenly. Colleges for women tend to emphasize English and History,

while men's colleges give more attention to Modern Languages, Mathematics and Science. A further difference is found in the B. S. and Ph. B. courses in the latter institutions which permit a student to complete the course without work in the Classics.

Since the number of hours required for major and minor studies was found to be practically the same, it is evident that both groups permit almost the same freedom of election. The next step was, accordingly, a comparison of all courses offered. Since four of the men's colleges confer two baccalaureate degrees (in the college of arts and sciences), one would expect to find wider scope in their curricula than in the colleges for women. Such is not the case, for a comparison of the subjects common to the majority of institutions in both groups¹ showed that the colleges for women offer a larger number of hours in most of the subjects named. It is remarkable that this should be true of almost all the main divisions into which the curriculum can be divided: Classics, Modern Languages, English, History, Education and its allied subjects, Mathematics and the Fine Arts. There is approximate equality in Economics-Political Science-Sociology and in Science, but in none of these divisions do the institutions for men offer a larger number of hours. This may in some degree

¹ Yale and Princeton are members of the Association.

¹ 120 semester hours are required for the degree in all the independent colleges studied.

² Classics, Modern Languages, English, History, Mathematics, Science, Philosophy (Psychology), Bible, Economics.

¹ Archeology, Latin, Greek, German, French, Spanish, Italian, English, Public Speaking, History, Economics, Political Science, Sociology, Bible, Education, Philosophy, Psychology, Mathematics, Astronomy, Physics, Chemistry, Geology, Geography, Biology, Physiology, Hygiene, Art, Music.

be explained by the fact that the women's colleges chosen are all slightly larger,—both in number of students and in total number of hours in the curriculum—than the corresponding arts colleges of the men's institutions.

There remained, however, a further comparison necessary for a complete understanding of the nature of the institutions in each group, and it was here that the difference between independent colleges for men and for women became evident. Many of the former have developed schools or colleges for professional training while none of the latter provides any organized work of this kind. The nearest approach is found in the Smith College Training School for Social Work, open to college graduates, which provides two summer sessions at the college and nine months of field work.

In order to make sure that the above statement with regard to omission of professional training is true of independent women's colleges as a group, the remaining schools of approximately equal rank were studied. Randolph-Macon Woman's College provides no professional training. Bryn Mawr has a graduate department of Social Economy and Social Research which prepares women for positions in social and industrial work. There is also a Graduate Department of Education for the training of teachers, of which the Phebe Anne Thorne Model School is a part. Wellesley provides some work for prospective kindergarten teachers and also courses for the training of teachers of hygiene and physical education. From the foregoing, it is evident that so far as under-

graduate work is concerned, the colleges of this group offer practically no organized courses of professional study. In this connection it is of interest to note that the program of the Connecticut College for Women, founded only about five years ago, incorporated at the outset professional courses to prepare the way for the establishment of various professional schools.

Affiliated Colleges for Women

In this group of educational institutions are included those colleges for women which are under the control of universities for men. There are less than a dozen such colleges, and the relation between college and university varies greatly even among this small number. The selection of Radcliffe and Barnard, however, which are the two best known, together with the College for Women (at Cleveland), representing a different section of the country, seemed to furnish a fair basis for a study of the affiliated colleges for women.¹ In Radcliffe the faculty is composed entirely of men chosen from the Harvard faculty and the courses are identical with Harvard courses. Degrees, however, are conferred in the name of Radcliffe College. Graduates from Barnard and the College for Women, on the other hand, receive their degrees from the university, though the course of study and faculty are largely under the control of the woman's

¹ Columbia and Harvard Universities are members of the Association of American Universities and Western Reserve University is listed by the Association. All are listed by the Carnegie Foundation and have chapters of Phi Beta Kappa.

college. For purposes of valid comparison, only the undergraduate college of arts and sciences for men was considered, since that is most nearly parallel to the woman's college:

	Students
Barnard College -----	664
Radcliffe College -----	560
College for Women ----	542

	Students
Columbia College -----	1,486
Harvard College -----	2,182
Adelbert College -----	365
(Western Reserve University)	

In considering the required work in these colleges, it was found that the members of the two groups differ far more widely among themselves than do colleges of the independent type. The number of semester hours required is approximately as follows:

Barnard -----	56-62 (120) ¹
Radcliffe ----	6-18 (102-105)
College for Women--	18 (120)
Columbia -----	39-45 (124)
Harvard -----	6-18 (102-105)
Adelbert -----	34 (120)

Differences between the subjects required by Barnard and Columbia are shown by the following lists:

Columbia: English, Mathematics, Science, Latin, Greek or Modern Languages, Contemporary Civilization.
Barnard: English, Mathematics, Science, Latin or Greek, Modern Languages, History, Philosophy (Psychology), Economics, Fine Arts.

The College for Women prescribes no individual subjects but requires distribution of work among three groups: Language and Literature, Mathematics and Science; History, Philosophy and Social Science. Adelbert College, on the other hand, makes definite requirements of the following:

¹ The figures in parentheses indicate the number of semester hours required for the degree.

English, Mathematics; Bible; Chemistry, Modern Languages. Ancient Languages or History. Students at Radcliffe and Harvard must study English and Modern Languages unless the equivalents of certain courses are passed in admission examinations. The number of hours necessary for the completion of major and minor subjects is the same for both parts of the same institution.

When the total number of hours in all subjects offered was compared for the two groups, the results were far from uniform. Taken as a whole, the differences at Barnard and Columbia offset each other—Barnard leading in Classics, English, History, Mathematics and Art, while Columbia is superior in Economics and its allied subjects, in Education-Philosophy-Psychology and in Music. The College for Women seems to have a slight advantage over Adelbert College especially in English, History, Education-Philosophy-Psychology, Mathematics, Art and Music. Harvard, on the other hand, offers considerably more work than Radcliffe in all subjects except Education. Geology, Geography and Biology. Taken as a whole, the colleges for men may claim some superiority in the extent of their curricula.

In making a further comparison with reference to professional training, differences between the three universities were at once apparent. Harvard does not admit women to any of its professional schools, which include the Engineering School, Law School, Graduate School of Business Administration, School of Architecture, School of Landscape Archi-

itecture, Bussey Institution, Divinity School, Medical School and Dental School.¹ At Columbia, the School of Law and the School of Mines, Engineering and Chemistry are not open to women, but the College of Physicians and Surgeons, the New York College of Pharmacy, the School of Architecture, the School of Journalism, the School of Business, and Teachers College admit women students. Moreover, certain courses in Columbia University, in Teachers College, in the Union Theological Seminary and in the New York School of Philanthropy may be counted toward a Barnard degree. By these arrangements, educational opportunities offered by Columbia to the woman student are greatly increased and it is made possible for her to pursue a course in arts and sciences, a professional course, or a combination of the two, and remain at the same time a member of the university community. Western Reserve University admits women to all of its professional schools which include: The School of Medicine, The Law School, The Dental School, The Library School, The School of Pharmacy and the School of Applied Social Sciences. Moreover, in addition to the courses of study in the College for Women leading to the degree of Bachelor of Arts, there is a four-year course in Household Administration leading to the degree of Bachelor of Science.

Coeducational Institutions

Coeducational colleges and universities present a wide variety in

¹ Since this material was prepared Harvard has opened its new graduate school of Education for men and women.

size, in proportion of men and women, in curriculum and in organization. For the purposes of this study a division was made into two groups—state institutions and privately endowed institutions, and an attempt was made to include different types within each group. Since in this type of institution, the work is the same for men as for women, no comparisons are necessary and a brief summary will suffice.

Of the state universities, California, Michigan, Vermont and Texas were chosen from different sections of the country. All of these universities are listed by the Association of American Universities,¹ all have a chapter of Phi Beta Kappa, and all, with the exception of the University of Texas, are listed by the Carnegie Foundation.

Of the privately endowed institutions, the following were selected as representing a variety of types and sections of the country: Washington University, Oberlin College, University of Cincinnati, Swarthmore College, Vanderbilt University and Pomona College. These institutions are all listed by the Association of American Universities, and also by the Association of American Colleges (with the exceptions of Washington and Vanderbilt); they are listed by the Carnegie Foundation (with the exception of Pomona); and all have a chapter of Phi Beta Kappa.

Among the state universities the required work in the college of arts and sciences shows considerable variation. The University of Vermont offers six curricula:

¹—California and Michigan are members of the Association.

Classical, Literary-Scientific, General Science, Chemistry, Education, and Commerce-Economics. The number of hours required ranges from 38 to 62 and the required subjects common to most of the curricula are English, Modern Languages, Science, Mathematics and Philosophy (Psychology). The University of Texas has five courses: Arts, Business Administration, Journalism, Home Economics and Medicine, the required work varying from 50 to 68 hours and having as subjects common to all, English, Mathematics, Languages, Science, Economics-Government-Sociology and Philosophy (Psychology). The only required study aside from major courses, at the University of California is English Composition.¹ The University of Michigan provides courses of study in Arts, Science, Chemistry, Forestry and Medicine. In Arts and in Science six hours of Rhetoric are required and twelve hours from each of the following groups: Language and Literature, Mathematics and Science, History and allied subjects. For the two remaining curricula, the required subjects common to both are English, Science, Mathematics, and Modern Languages. Washington and Vanderbilt are the only privately endowed institutions studied which confer more than one degree in the college of arts and sciences.

The total ratio of required sub-

¹—124 semester hours are required for the degree.

jects to total number of hours is as follows:

Oberlin	-----	48-56:120
Washington	-----	39-45:120
Cincinnati	-----	56:124
Swarthmore	-----	43:124
Pomona	-----	54-60:126
Vanderbilt	-----	50:128

The subjects common to the majority of these institutions are Ancient and Modern Languages, English, History, Philosophy (Psychology), Mathematics and Science.

The number of hours required for major and minor subjects in state and privately endowed institutions is much the same. State universities show greater variation in required work and a wider range of subjects included in their complete curricula. Moreover, with the exception of Vermont, they offer more courses in practically all subjects common to the two groups. This is particularly noticeable in Modern Languages, English (especially at California), Economics and its allied subjects, and Science.

The professional training provided by coeducational institutions as a group, both in special curricula and in professional schools and colleges, is varied in nature and quite extensive in amount. This will be enumerated in detail in the second part of this paper.

The foregoing descriptive study of colleges and universities representing the three types,—independent, affiliated and coeducational, has shown that in the first two there is but little difference between the curricula for men and for women if the comparison is limited to work in arts and sciences. There is a tendency among the colleges for women to

emphasize Literature, Languages and the Fine Arts, although this is by no means at the expense of Mathematics, Science or History and its allied subjects. The difference lies in the fact that institutions for men have developed professional training while colleges for women, with the exception of some institutions of the affiliated type, have made almost no progress along this line.

When women's colleges came into existence, it was still necessary to demonstrate that women were capable of performing mental work of the character provided for men and the course of study was therefore closely modelled after that of institutions for men. With the passing of time, men's colleges have broadened and diversified their curricula, but thus far women's colleges have made little effort to follow their example. With the increasing complexity and specialization of our business and professional life, a higher degree of preparation is demanded of the college graduate, and this pressure has led to a corresponding development within the institutions for men. The opportunities for women in the professions and in business are not so numerous as for men, and according to the prevailing opinion of college authorities, homemaking and teaching, which claim the majority of women graduates, require no special preparation. For these reasons, there has not been so insistent a demand for change and expansion in the course of study.

Coeducational institutions admit men and women on equal terms to all departments, so that the problem here is different; for

women have the same opportunities for professional training that men have. Whether this practice is sound in principle and successful in execution is a question which will be discussed in a later section.

In considering the general problem of professional training for women, the first question which naturally arises is how to justify the inclusion of any training of this kind in their college education. Do not the curricula of the independent and affiliated colleges as at present constituted, offer all that is necessary for the higher education of women? With this question we raise the general problem of so-called "cultural" as opposed to "vocational" education. This is one of the great storm-centers in the field of education today. Even the humanites and pure science have declared a truce in order to join forces against a common enemy,—the vocational and technological interests. Any attempt to reach a solution of this much argued question would carry us too far afield. In many respects the antithesis between vocational and cultural is largely verbal because it is impossible to draw a clear dividing line between them. For instance, the study of Latin or Mathematics may be for a purely vocational purpose, that is, as a preparation to teach them. On the other hand, if the term vocational is used in its broadest sense as the training of an individual toward the work for which he or she is best fitted, there is no reason why such an education should not be cultural as well. For example, the woman who plans to enter the business world needs a

broad literary and scientific training as a foundation for any technical preparation which she may find necessary. These two aspects are not mutually exclusive, as would appear from a great deal of the discussion concerning them, since when the success of a woman is measured by her contribution to society as a whole, we see that both are essential and the barrier between them falls away. While it is impossible within the limits of the present study to give adequate consideration to this problem, certain considerations may be urged in favor of the development of professional training for women in institutions of higher learning.

Any study of professional training for women is complicated at the outset by the fact that the average woman looks forward to two vocations—that of home-making and that of the profession chosen as a means of support or of service. Whichever one is undertaken first, the other is at least a possibility. Sometimes the two come into conflict and a choice must be made between them.

Let us consider first the need of professional training for the home-maker. Until the movement for their higher education began, women usually regarded marriage as their only possible career. With the opening of schools to women and with the extension of their world into professional, business and political spheres, this career has seemed to lose its pre-eminence. Perhaps one reason for this is the entire exclusion from the average college curriculum of any reference to home-making as a profession, although in the census made by the

Association of Collegiate Alumnae,¹ the percentage of those who married (39.1%) was found to be greater than the percentage of those engaged in all occupations other than teaching (22.8%).

The first figure mentioned is not an accurate index for it does not include many members of the younger and larger classes, since there is an average period of five years between graduation and marriage. So long as the colleges give no recognition to the importance of this occupation, so long will the college graduate fail to see its vital necessity and real dignity. Yet failure or success in this career involves far-reaching consequences. The efficiency and happiness of all the members of a household are to a large extent in the hands of the wife and mother, and this puts upon her a heavy responsibility which cannot be shifted to the shoulders of servants, no matter how numerous or how well-trained. Moreover, society as a whole is vitally concerned in the vocational fitness of every mother, for the home is a fundamental social institution and, if its rightful position is to be maintained, the profession of home-maker must be as dignified and resourceful as any other calling.

At the present time the opinion seems to prevail that a general education is all that is necessary for the efficient housewife. Apparently some kind of intuitive or instinctive knowledge should come to the aid of the home-maker. Yet in such a complicated and varied activity as that of managing a household, it is hard

¹ *op. cit.* p. 578.

to believe that either intuition or instinct of this kind will be sufficient, were their existence not often disproved. It is true that the college graduate usually has the ability to attack new problems in a way to bring about a tolerable solution; but it is hardly fair for this reason to expose her to the hardship and heartache of learning by experience, even if that learning is subject to intelligent guidance, when she might be prepared in advance with some knowledge of the rudiments of her new profession. It may be suggested that the student's own home should furnish the necessary training, but the summer vacation does not always offer a very favorable opportunity, especially if no thought has been directed to the vital and educational significance of such problems during the college year. Moreover progress in domestic pursuits; like progress in anything else, depends upon keeping abreast of the scientific aspects of the matter at hand, and a girl who learns from her mother does not always learn the most efficient methods. With the increasing difficulty in securing servants, prospective home-makers need to be acquainted with all the most modern mechanical devices for supplanting human labor. Moreover, the colleges should do their share of research in discovering more labor-saving methods and machinery. There is the further possibility of high school courses or cooking school lectures. These, however, are likely to be elementary and concerned more with the technique of household science than with the broad foundations

and cultural aspects of the subject.

Nor is the value of training in home economics limited to the woman who marries, for many unmarried women find themselves with the conduct of a household on their hands. They, too, might be freed from anticipation of a good deal of drudgery and unhappiness by some knowledge of home management. Furthermore, with the increase in the number of wage-earners, there is a corresponding proportion of women who must live away from home and who would benefit by one of the many forms of modern co-operative housekeeping. In these days of the high cost of living, women who know something about dress-making and millinery are at a great advantage, not only with respect to the saving of money but also with respect to the possibility of wearing more individual and artistic dress. Home economics, prosaic as it may seem, affords, nevertheless, opportunity for real creation and an expression of personality which might otherwise be impossible. And, since, if the course be soundly planned and taught, it must rest upon such fundamental subjects of instruction as Economics, Sociology, Biology, Chemistry, Psychology, Ethics and Esthetics, there is no reason why the application of these to the specific problems of the home should not be creative and cultural in the highest degree.

Leaving for later discussion the practical applications of the above conclusions to the curricula, let us see what reasons can be advanced for the training of col-

lege women in professions other than home-making.

In the first place it may be noted that the woman who later marries very often has need for some kind of professional training. In the census already mentioned which was taken by the Association of Collegiate Alumnae in 1915 among the alumnae of Barnard, Bryn Mawr, Holyoke, Radcliffe, Smith, Vassar, Wellesley, Wells and Cornell, it was found that the median age at graduation was 22 years, while the median age at marriage was 27 years and 3 months,¹ thus leaving an average period of more than five years during which the college graduate seems likely to pursue an occupation of some sort. Moreover after she marries, sickness or death of the bread-winner may throw upon her the burden of supporting herself and her children, with no opportunity for preparation at the time. It should be a source of satisfaction to most women to feel themselves ready to meet such an emergency.

Possibly the best argument for the inclusion of some kind of professional training in the curricula of colleges for women is the fact that so large a proportion of college graduates enter upon some profession. In the census to which reference has been made, it was found that 69.7% of the number reporting² were engaged in gainful occupations at some time after they left college. The number of women entering upon some vocation has been steadily increasing, with a considerable ac-

celeration more latterly produced by the war; for many women have been obliged to undertake work which had hitherto been performed only by men, and this has widened the range of their opportunities also in the after-war period. Moreover, many women of the so-called leisure class, in order to share America's effort, undertook work of some kind, and they will not all be content to return to their former manner life.

A further argument for the inclusion of professional training is the fact that specialized training is more and more demanded and the college graduate without such preparation finds her field for choice of a career becoming limited. It is also true that positions calling for expert knowledge and executive ability are being constantly opened to women and the possibility of securing such positions depends upon training.

For these reasons many women will be forced to forego the advantages offered by colleges for women and enter institutions affording only a narrow and purely utilitarian professional training. Yet the results of this step may be harmful both to the individual and to the college; for it cannot but strengthen the position of a type of school which offers only a limited and a more or less mechanical training. The professional school is feared by the college, because it so often falls into a superficial pandering to popular demand, but if the college has the strength of its convictions, it should be glad to humanize, rationalize and make good and beautiful every vocation and pro-

¹ op. cit., pp. 576, 579.

² Out of 23,582 living graduates, 16,739 or 71% reported.

fession to which men or women are called.

It may be urged that all professional training should follow graduation from a college, and there are undoubtedly many advantages in this plan. Unfortunately the majority of women cannot afford so great an expenditure of time and money, but must often begin to earn immediately after a four year college course. This is indicated by the figures obtained from 2,203 college graduates between 1910 and 1915;¹ for of this number 2,351 began work in less than one year after graduation; 559, after less than two years; 183 after less than three years; and only 70 later than three years after graduation.

Finally, a preparation for some calling in life guards one against wasted or scattering effort, since it tends to provide both a standard of choice, and a means of organized effort. Moreover a definite career relates the individual more closely to her environment and thus makes her more truly a social being. Both of these functions are of the greatest worth to college students.

The value of professional training, however, is not limited to students as individuals; the whole college community is benefited. Perhaps the chief criticism of colleges for women is that they create a limited and artificial environment often quite out of touch with the everyday world. There could be no better antidote for this than the atmosphere of reality and far-reaching interests brought about by a more intimate relation of the college world to

life outside, through the medium of courses of study which give a cultural and scientific training for future vocations. In addition to this broadening and vitalizing effect upon the student, the college is likewise enabled to extend its sphere of influence far more widely, since it can definitely affect many fields of human endeavor. This is needed to help check the mercenary and short-sighted policy of much of our business and industrial life, and if the colleges will not take these matters to heart—what institutions will?

Society as a whole benefits whenever it is touched with the spirit and ideals of institutions for higher learning, and this would be a necessary consequence were there a closer relation between college curricula and the life of the world. One of our most pressing social problems is the cleavage and ill-feeling between the leisure and labor classes. This opposition finds another expression in our disputes over vocational and cultural education. In lesser degree the same cleavage is found between the learned professions and manufacturing, for instance. These are but the current forms of the division made by Plato between men of the laboring and the military classes, and those who are capable of governing; and by Aristotle between those individuals who exist as means for the ends of others, and those who are ends in themselves. Since the former classes were usually slaves in the Greek state while the latter enjoyed freedom, the gulf between them was wide and almost impassable. Yet the survival of an

¹ *op. cit.*, p. 578.

older aristocracy still continues its harmful influence in a society which is avowedly democratic, and this artificial distinction lies at the root of many of our present seemingly insoluble problems. If the colleges and universities are to maintain a position of leadership they must exert their influence against this unnatural condition by teaching that every individual should be capable of self-support, that labor of all kinds is noble, and that leisure and the things which make for culture rightfully belong to all. To this end a desire to share in the world's work should be encouraged in college students and in no way can this be better accomplished than by developing suitable parts of the curriculum to furnish a professional training which shall be truly cultural. A further contribution to this end might be made by research connected with various occupations, thus helping to afford them a more scientific basis and to lift them out of the realm of mere technologies.

Let us now see to what extent colleges and universities of the three types offer work which may be used in preparation for some of the vocations upon which the largest number of women graduates enter, using the census already mentioned as an index.

The first occupation opened to women was **teaching**, and this now claims about half of the college graduates, as is shown by the following figures.¹ Of the 11,663 graduates (69.7% of those reporting) who were engaged in gainful occupations at some time after they left college, teaching claimed

83.5% (58.2% of all the graduates reporting). Since so large a proportion of college graduates become teachers, it would seem that more attention should be given to their preparation. Yet the prevailing opinion is that such a calling requires no specific training—that any college graduate who knows her subject is capable of teaching others. But the person who has the ability to master a subject may not be able to present it in such a way as to appeal to those who are less mature. She may not have the personality to win respect and affection from her pupils and thus succeed in discipline. That these statements are true is shown by the lamentable failure of some of our college-trained teachers, and by the inadequate preparation of freshmen who enter our colleges and universities.

The necessary training of a teacher may be given by the various departments of the college which deal with high school subjects, by a Department of Education, or by both. The former gives the student special assistance in teaching a particular subject; the latter furnishes her with a historical background, and a knowledge of the educational, psychological and philosophical principles involved. Both are desirable if one is to have a fit preparation for this vocation. Since most college graduates teach in high school and deal with the difficult period of adolescence, it ought to be obvious that knowledge of the psychology and pedagogy of adolescence is indispensable. It is also necessary that the prospective teacher should learn the place of education in

the world's progress and be able, in the light of history, to comprehend more fully the significance and value of present educational theories and movements. She should also know something of systems of education of various kinds and in other parts of the world. In order that her work may have a scientific basis she should understand and be able to make use of the psychological principles underlying the educational process. Moreover she should realize the philosophical implications of education and its place in the hierarchy of learning. With this kind of background the prospective teacher comes to feel the dignity of her profession and has at her command a wealth of knowledge and experience from which she may draw to meet her own peculiar problems. This preparation gives her a sense of power as well as a sense of her responsibility to mankind present and future.

The colleges offer some work of this kind, although by no means so much as might be provided without destroying the balance of the curricula. Most of the institutions of all three types offer courses in History and Principles of Education, Administration and Method, Educational Psychology and Mental Tests. Several make provision for observation and practice teaching, two give courses in Elementary Education, while a number list additional courses of various kinds. In methods and subject-matter, courses in the various high school subjects are provided in the following order: Science, History, German, Latin, English, French, Mathematics, Music, Home Economics, Greek.

In addition to these courses, the following institutions have schools of Education or special four year courses for prospective teachers: Columbia University—Teachers College. College for Women—Special four year course for teachers of household arts.

Michigan—Course in Education leading to Teacher's Diploma.

California—School of Education.

Vermont—Curriculum in Education.

Texas—Department of Education comprising four schools.

Special four year course in Home Economics for teachers under the Smith-Hughes Act.

Cincinnati—College for Teachers.

Oberlin—Teachers' courses in Physical Education open only to men and women doing major work in that department.

Pomona—Prescribed courses of study in preparation for teaching music or art in the public schools. Candidates for the B. A. degree must ordinarily spend an additional year to complete one of these courses.

Provision is made by the following to aid graduates in obtaining the necessary state teachers' certificates: Holyoke, Goucher, Barnard, Michigan, Texas, Oberlin, Vanderbilt, Swarthmore, Cincinnati and Washington.

The census already referred to indicates by the following figures the fact that the number of women graduates engaged in gainful occupations other than teaching is increasing:

	Per cent.
1880-1890 -----	27.5
1890-1900 -----	29.2
1900-1910 -----	33.7
1910-1915 -----	34.5

Since this growth is likely to continue and to be hastened by the effects of the war, training in a variety of occupations is of increasing importance.

At the time of the census the vocation of the group second in

1—op. cit., p. 560.

number to that of teaching was **social service**. The 471 women in this group were occupied as follows: charity organization and work with families (114), industrial and vocational work (86), health (67), settlement work (67), child welfare (45), correction and treatment of delinquency (33), recreational and club work (17), propaganda—peace, suffrage, temperance (15) civic improvement (14) housing (3), rural social service (2), miscellaneous (8).

The colleges make some contribution to training for this work, though here, too, much more might be done in the way of organizing groups of studies helpful toward some specific form of social work. Among the large number of courses which may be used in preparation for social service are the following, offered by most of the colleges: economics, sociology, applied psychology, statistics, social work, labor problems, business and industrial organizations, city problems, provision for field work in social service is made by the following: Goucher, Smith, College for Women, Michigan and Swarthmore.

Closely related to social service is the work of the woman who interests herself in city, state or national affairs. The number in this class is increasing rapidly by reason of capacities developed during the war, and also because of the broadening public duties of women. Courses in city, state and national questions are well represented in the college curricula. Since we have learned from the war that national policies are inextricably linked with those of other countries, study of interna-

tional problems is also necessary for one who desires to take any real part in American affairs. Training in Public Speaking is also of value, as well as the poise and ability to handle people which usually result from college activities outside the class-room. The general success of the college woman as a leader is too well-known to need discussion here.

In addition to the courses already listed, some of the institutions studied have special courses of study, or professional colleges, which give training for social and public service:

Western Reserve University — The School of Applied Social Sciences. College for Women—Four-year course in Home Economics for social workers.

California—College of Commerce.

Vermont—Curriculum in Economics and Commerce.

Michigan—Curriculum in Municipal Administration.

Course of study for Mental Testing in Social Clinics.

Washington—School of Commerce and Finance.

Cincinnati—College of Commerce.

The next largest group (293) reported in the census taken by the Association of Collegiate Alumnae were engaged in **library work** as organizers, superintendents, librarians, cataloguers, classifiers and indexers. For library work no technical preparation is provided in the independent colleges or in the affiliated colleges, with the exception of the College for Women, where students may receive the degree of Bachelor of Science and the certificate of the Library School at the end of four years. Among the coeducational institutions, Texas and California offer a few courses in library science and Oberlin gives work in bibliography.

The next group in the census consisted of 260 women who held positions in the **business world**, some as executives and some as assistants. The varieties of work listed are of interest in showing the many fields which have already been entered by women: mercantile—buyers, clerks, owners, manufacturers (53), publishing (37), manufacturing—executives, forewomen, secretaries, translators (24), banking (18), advertising (14), insurance (14), public utilities (8), public typewriting (2), miscellaneous (90). Business occupations listed as miscellaneous include in part: accountancy; management of apartment house, laundry, hotel, club, employment bureau, cemetery association, detective agency, public market; electrical contracting; dressmaking; industrial engineering; real estate.

No technical training for work in the business world is provided in either the independent or affiliated colleges with the exception of Barnard where a student may, upon completion of two years of college work, transfer to the School of Business in Columbia University. In the group of coeducational institutions, there is considerable opportunity for work preparatory to business:

Michigan—Curricula in Business Administration and in secretarial work.

California—College of Commerce.

Texas—School of Business Administration.

Vermont—Curriculum in Economics and Commerce.

Washington—School of Commerce and Finance.

Cincinnati—College of Commerce

The 203 women engaged in **literary work** represented the following occupations: author, bibliographer, lecturer, editor, re-

porter, correspondent, critic, reader, reviewer, press agent, translator. For some of these there is no specific professional preparation, although departments of English can give valuable assistance to those who look forward to such careers. The only organized preparation for literary work found among the independent and affiliated colleges is at Barnard where a student may, upon completion of two years of college work, transfer to the School of Journalism in Columbia University. Among institutions of the third type, Texas has a School of Journalism; Michigan, curricula in the subject; and California and Vermont provide certain courses.

The next group (195) were devoting themselves to **religious work** as deaconesses, missionaries, nuns, pastors' assistants, Y. W. C. A. secretaries, and so on. Of the total number, 162 were working in the United States and 33 in foreign countries. Most of these occupations require special training and because of the variety of religious organizations there would be little possibility of offering college courses which would be generally acceptable. However, training in social service is of value in all work of this kind and the colleges for women provide a considerable number of such courses, as has been shown already. Barnard students have the privilege of taking certain courses in Union Theological Seminary. The College for Women provides a course in The Social Institutions of Religion. Moreover, Western Reserve University of which the College for Women is a part, has established an Insti-

tute for Religious Education. Among the coeducational institutions Vanderbilt has a School of Religion and Oberlin a Graduate School of Theology.

Administrative work in the field of education claimed 170 women, who held positions as heads of houses, advisers, registrars, secretaries. Some of these demand business training and others require executive ability and social gifts. The former has already been considered. For the latter the many activities of college life afford excellent training.

The next group (162) were giving **personal service** as private secretaries, companions, and mother's helpers. The qualifications are much the same as those mentioned for the preceding group.

Professional pursuits claimed 149 graduates, distributed as follows: medicine (84), nursing (30), law (22), miscellaneous (7), architecture (4), engineering (1), and the ministry (1). The independent colleges offer almost no work of this nature. Smith, Holyoke and Goucher list certain courses as helpful to those who plan to study medicine; and a few courses in Architecture are given at Smith, Vassar, and Goucher. Among the affiliated colleges Radcliffe provides no instruction for these professions. At Barnard, a student who completes two or three years of work in arts and sciences may transfer without examination to the College of Physicians and Surgeons or to the School of Architecture of Columbia University. Moreover, certain courses in the School of Architecture are open to regular students in Barnard College.

The College for Women permits its students to elect all of their senior work in the Schools of Law or Medicine of Western Reserve University. That coeducational institutions as a group are particularly well equipped to give preparation for these professions may be inferred from the following list showing the number of professional schools incorporated in the institutions studied: chemical engineering (8), mechanical engineering (8), civil engineering (8), medicine (7), electrical engineering (7), law (5), dentistry (4), pharmacy (4), nursing (4), architecture (4), mining engineering (2), ministry (2). Most of these colleges and universities permit election of certain studies in the arts and science curriculum which will shorten later work in one of the professional schools.

The remaining groups in the census are small and need not be considered in detail: scientific pursuits (85), art (50), household arts and management (47), music (32), agriculture (30), theatrical pursuits (21), museum work (16), miscellaneous (31). The independent and affiliated colleges for women offer incidental training for a few of these occupations, such as scientific pursuits, art, music, theatrical pursuits, and museum work. In addition to this general preparation, the College for Women provides a special four year course in Household Administration and thus fits students for positions listed under Household Arts and Management. Moreover, by an arrangement with The Cleveland School of Art, a six-year course of study is offered, leading to the degree of Bachelor of Science.

Special work of this nature offered by coeducational institutions may be enumerated as follows:

- California—College of Agriculture.
- California School of Fine Arts.
- Vermont—College of Agriculture.
- Washington—School of Fine Arts.
- Cincinnati—School of Household Arts.
- Courses may be elected in Art Academy of Cincinnati.
- Oberlin—Courses in the Conservatory of Music.

This exhausts the list of professions recorded by the census of the Association of Collegiate Alumnae, but leaves for consideration the kind of preparation provided for the home-maker by the three types of institutions. A brief summary will show the number of hours offered in Home Economics by schools of the three kinds:

Independent—Goucher	-----	33
Affiliated College for Women	-----	72
Coeducational—Vermont	---	12
“ —Texas	-----	72
“ —California	---	90

The foregoing pages have attempted a brief summary of the preparation afforded by the three types of institutions for those professions which are most largely chosen by women college graduates. We shall now, in conclusion, endeavor to draw from these facts some suggestions for the further development of professional training by colleges and universities which admit women students.

In the first place we may note that in all institutions, for men as well as for women, there is urgent need for vocational guidance.¹ There should be in each

school some person, committee or bureau, in possession of information about all kinds of occupations which are suitable for college graduates.² By this means it would be possible for a student to survey the field before making a decision and thus avoid a more limited choice among the professions which are best known. Moreover there should be available expert advice about the educational and personal qualifications necessary for each occupation. This would help the student in planning his or her college course and would prevent some of the misfits due to lack of the kind of personality requisite for success in a certain profession.

Secondly, it is suggested that in all instruction given by the colleges an attempt be made to relate the subject-matter to life and to the practical needs of the students, in order that the influence of higher institutions of learning may extend as widely as possible.

In the third place, since the average woman can profit by some training in Home Economics, it would seem that all institutions training women from which a student may elect according to her needs and desires. A general training may be supplemented later if necessary and the initial course need therefore not be excessive in its demands. A woman might well know how to buy, how to plan and prepare wholesome food, how to provide suitable and artistic clothing and how to make her

¹ John M. Brewer: *The Need for Vocational Guidance in Colleges, School and Society*, Vol. XI. No. 279, pp. 511-517.

² *Bulletin on Vocations for Business and Professional Women* compiled by the Bureau of Vocational Information. May, 1919.

home comfortable and beautiful. Her education should also include training in handling the bugbear of household finance, some knowledge of the care of children, some training in first aid and simple nursing for the many emergencies of the home, and above all the power to co-ordinate and expedite the working of the household machinery so that the home-maker herself may have time for rest and for the pursuit of her own interests.

The amount of work necessary for a broad foundation in this science could be included in the number of hours required for a major or a minor, or it could be included in the free electives without in any way interfering with the subjects which are at present required of all students. As an example of what the course of study in such a department might cover, it may be of interest to enumerate the courses offered at Goucher:

	Semesters.
The Foundations of Home Economics -----	1
The House -----	2
Textiles and Clothing -----	2
Foods -----	2
Home Management and Dietetics -----	2
The Chemistry of Foods and Nutrition -----	2

Finally, it is suggested that suitable parts of the curriculum be developed to afford some degree of preparation for a few of the occupations which large numbers of graduates undertake. The demand for such a step is most urgent in the independent colleges, for they provide no organized professional training. Since so large a proportion of women graduates become teachers and since this profession is so vital a

necessity, the most obvious need of training lies here. Most of the colleges of this group have already developed some work of this character. The requirements for proper **training of teachers** may be stated as follows: (1) the general courses usually offered by departments of Education should be given such as History, Principles and Philosophy of Education, Educational Psychology, Mental Measurements, Administration and Method. (2) In addition to these, the number of "teachers' courses" should be increased so as to embrace all the subjects generally taught in a high school. Moreover, it is necessary that these courses should not only give knowledge of the subject, but also real assistance in its pedagogy. To this end the instructor should, wherever possible, be one who has had experience in high school work, so that the college student may be brought face to face with some of the concrete problems concerned with the presentation of the subject-matter in a manner comprehensible to those of high school age and under the conditions of high school instruction. (3) Practice teaching and observation are of the greatest importance since by this means the student may have actual experience in teaching and thus learn whether she has the necessary qualifications for this profession. (4) It should also be the purpose of the college to assist students to plan their work so as to secure the necessary teachers' certificate. (5) For the supervision of athletics, publications, plays and other activities, which is part of the work required of a high school teacher,

the woman's college affords valuable training through its college life. But these activities might be more definitely pointed toward a future career than is often the case.

Preparation for social and public service is also well within the power of the independent colleges. In order to form an idea of the extent of training for social service already provided by the women's colleges it will be of assistance to compare it with the program of Simmons College which is, by the will of its founder, a vocational college for women. The four-year course of the School of Social Work leads to the degree of Bachelor of Science and consists of the following studies:

FIRST YEAR	
English -----	6
French or German -----	6
Inorganic Chemistry -----	8
History -----	6
Physical Training	
SECOND YEAR	
English -----	6
Modern Language -----	6
Economics -----	6
Biology -----	3
Bacteriology -----	3
Sanitary Science (Public Health) -----	1
Psychology of Child Life--	2
Sociology (The Family)-----	2
History -----	6
THIRD YEAR	
Psychology -----	3
Social Service -----	5
Sociology (Social Institutions) -----	3
Dietetics -----	3
History of Education -----	3
Principles of Teaching-----	2-3
Institutional Accounts -----	3
Economics of Consumption--	6
Elective	
FOURTH YEAR	
Statistics -----	2
Theory and Practice of Social Work: class instruction, practice, special topic in connection with field work.	

If this course of study is compared with the required work of the independent colleges for women it will be seen that with the exception of Latin and Greek, the academic work required at Simmons is quite as extensive as in the other colleges studied. Most of the women's colleges offer the general work in Economics, Sociology and Statistics which Simmons requires and also the more specialized studies such as Biology, Bacteriology, Public Health, Psychology of Child Life, History and Principles of Education; and Goucher has in addition a course in Dietetics. The general course in Social Service at Simmons includes the courses listed as Social Work in the women's colleges. The chief difference then, lies in the practical experience which is gained through the work of the fourth year, and even here one or two of the colleges for women provide some field work. If the women's colleges would permit sufficient freedom of election, would organize the courses already offered, and would provide a greater opportunity for field work, perhaps during vacations, the girl who wishes to enter the field of social service would have little difficulty in securing the necessary training during her college life.

Almost two-thirds of the required and elective work in the course at Simmons in **preparation for library work** consists of academic work which is given in all the colleges. Since none of the independent colleges offer any technical work in library science, the girl wishing to enter this field would do well to plan her college

course with a view to securing her specialized training after graduation. Simmons and other schools provide a one-year program for college graduates. Vacations may also be utilized to gain practical experience in the work.

Training for the business world must of necessity be varied since there are so many kinds of occupations included under this term. For this reason, anything more than a general introduction would be impossible in a woman's college. The School of Secretarial Studies at Simmons includes about 60 hours in English, Modern Languages, History, Economics and Science. The professional studies include Penmanship, Shorthand and Typewriting. In the fourth year the course is differentiated in order to prepare for several types of work. By choosing the proper college courses and by doing practical work in Shorthand and Typewriting during the college year or in vacations, the student of a woman's college might approximate the course given at Simmons, with the exception of the more highly specialized work.

It is doubtful whether the independent colleges for women would be able to offer any organized training for the other occupations listed in the census, but if they should develop sufficient preparation for teaching, social service and business, they would minister to the needs of the great majority of their students. In addition they ought to be in a position to give students contemplating other professions expert guidance in planning courses of study so as to shorten later specialized training.

The foregoing suggestions apply in the main also to colleges for women of the affiliated type. These institutions as a group offer better training for the prospective teacher than do the independent colleges, but there is still room for improvement. The same is true of preparation for social service and for business. This type also affords a better training for literary work and the professions, such as medicine and law. The affiliated colleges studied have the advantage of location in or near a large city which provides opportunity for field work and likewise that of additional courses in various subjects offered by the universities of which they are a part, or by neighboring institutions.

With regard to professional training, the affiliated colleges hold a position intermediate between the independent colleges for women and the coeducational institutions. Radcliffe provides no professional training, with the possible exception of preparation for teaching, and is thus like the independent colleges. Students at Barnard and the College for Women, on the other hand, have opportunities practically the same as those for men and thus resemble the coeducational institutions. Because of this similarity these colleges must also be included in the consideration of the chief problem presented by the coeducational institutions: namely, whether it is sufficient to provide for women the same kind of professional training as for men.

A comparison of the occupations chosen by women with the nature of professional education provided by institutions of this

type shows that the greater part of such training is directed toward occupations which comparatively few women choose. The professional schools or curricula common to at least four institutions of this group are the following:¹ Engineering (8),

1—The figures represent the number of institutions studied which have such schools.

Medicine (7), Business (6), Law (5), Pharmacy (4), Dentistry (4), Architecture (4), Fine Arts (4), Nursing (4), Education (4). Of these professions, Business and Education rank high in the list of college women's occupations but all the others, with the exception of the Fine Arts, are included under the title of Professional Pursuits which was ninth on the list of occupations in the census. Thus we see that the problem of the nature of professional training for women in coeducational institutions is a very real one. Unfortunately it is difficult and perhaps impossible to solve it in view of the present status of our knowledge.

There are, indeed, certain statistical studies such as the census already referred to, which show the occupations chosen by women graduates. But these are not so reliable an index as might be supposed. In the first place, in many cases a woman's choice of a career may not be made as intelligently as it would be under more expert vocational guidance; for it is true that many students select one of the better known occupations by way of experiment, intending later to discover where their real interest lies. It is to remedy this condition of affairs, with its consequent waste of time and effort, that vocational guid-

ance for college students is being promoted. Moreover, graduates tend to choose professions for which their college training has prepared them, and, on the other hand, to plan their courses with a view to finding places in occupations already open to women. This is a circular process and gives no indication of what their choice would be under ideal conditions. For such reasons studies of this kind are not an absolutely reliable guide to the real vocational tendencies of college women. Much the same criticism may be made of the use of figures concerning the subjects which women elect in college as an index to their interests. This fact was brought out in a study¹ made in 1917 among the students of six colleges for women. The following list shows the order in which courses in various departments were elected:

- 1—English.
- 2—Political Science.
- 3—Economics and Sociology.
- 4—Romance Languages.
- 5—German.
- 6—Education (Psychology).
- 7—Social and Political Science.
- 8—History.
- 9—Arts.
- 10—Music.
- 11—Biology.
- 12—Mathematics.
- 13—Latin.
- 14—Philosophy (Psychology).
- 15—Chemistry.
- 16—Botany.
- 17—Physics.
- 18—Biblical Literature.
- 19—Greek.
- 20—Astronomy.
- 21—Geology.
- 22—Physiology.
- 23—Economics.

In questioning the value of these figures as a trustworthy

¹ Compiled by the Bureau of Vocational Information, May, 1919.

estimate, the author points out the following considerations: (1) "...The real interests of students do not mature until one, five or ten years after graduation, for not until then does the apparent unanimity of collegiate 'interests' dissolve into a variety of individual applications."² (2) Students are attracted to courses in literature and languages because these are better known and more strongly entrenched than the sciences which were a later addition to the curriculum. (3) Other factors which influence election are geographical location, and environment, popularity of the faculty in certain departments, college tradition, and any number of chance factors.

A study of the kind just described is, however, a valuable indication of present conditions and, if it be repeated from time to time, the results would undoubtedly show in what directions women's interests are trending, but this information would never fully answer our question whether they are developing in the right direction.

Nor does the voluminous literature concerning the abilities of men and women give much assistance in solving the problem, for the usual treatment of the subject is not based upon experiment and ranges all the way from careful observations upon the work and achievements of women to theoretical comparisons based on *a priori* assumptions. It is to be

noted also that the latter are often neither scientific nor dispassionate. In fact some degenerate into mere wrangling, with the author's conclusions determined in advance. The chief value which this so-called literature of opinion possesses is found in the suggestions it may offer concerning new aspects of the problem or new points of attack.

The hope of a real solution rests mainly upon scientific experiment, but since this is a comparatively new field, work has not yet been carried far enough to justify any sweeping conclusions. A summary of such experimental results as have been secured is given by Dr. Leta S. Hollingworth in a chapter on the vocational aptitudes of women.¹ The following statements summarize her conclusions: (1) "So far as the literature of fact tells us, we know of no considerable sex differences in **average mental ability**...which would call for differentiation of vocations on the ground of sex."² (2) "There is little or no agreement among those best qualified to speak, as to what constitutes the scientific method of measuring **comparative variability**. But according to the methods now deemed the most reliable, and according to those studies wherein presumably correct methods of measurement have been employed, there is no reason to suppose that there is any sex difference in variability, so far as the numerous traits

¹ H. L. Hollingworth: *Vocational and Interests of College Women*. *School and Society*, Vol. X, No. 245, Sept. 6, 1919, pp. 294-299.

²—*Ibid.*, p. 298.

¹—H. L. Hollingworth: *Vocational Psychology*, 1916. Chap. X.

Cf. also L. S. Hollingworth: *Comparison of the Sexes in Mental Traits*, *Psych. Bull.*, Vol. 15, No. 12, pp. 427-432.

²—*Ibid.* p. 228.

tested are concerned.”³ (3) To the question whether there are any **special causes of intellectual inefficiency** among women (in particular, functional periodicity) “we must answer...: There is very little experimental evidence on which to base a reply, but the few data which we do possess show no influence, either detrimental or beneficial.”¹ (4) “Are there any **innate sex differences in affective or instinctive equipment** that would naturally lead to a vocational differentiation of the sexes? Here we must acknowledge ourselves to be entirely without a literature of fact.”¹

The last question raised is the most fundamental and the lack of experimental data is therefore a great handicap. In view of physiological differences between the sexes one would naturally suppose that there would be some corresponding psychological differences,—perhaps in the organization of abilities common to both sexes, perhaps in the abilities themselves. In the first case, it might be discovered by experiment that the interests of women focus about concrete situations and problems; in the second, it might be demonstrated that women excel in some specific ability or abilities, such as memory. This need not argue a general inferiority or superiority of women over men, but it would point to a differentiation in vocation which might take several forms: (1) the choice of different kinds of professions; (2) the development of new professions for women, because such a large proportion of

³ Ibid., p. 233. Cf. L. S. Hollingworth: *Variability as Related to Sex Differences in Achievement*. Amer. J. of Sociol., 1914. Vol. 19, pp. 510-530.

present vocational training is directed toward occupations which a comparatively small number of women choose, for example, law and medicine; (3) differentiation within the professions, for instance, in business—secretarial work for women, executive work for men. The foregoing is, of course, only a suggestion since experiment may show that there are no marked psychological differences between men and women. This will be a difficult problem to solve experimentally since it is complicated by the existence of individual differences and by the marked effect of training and social convention which early make their mark on the individual.

The whole question of the nature of the professional training best adapted to the needs of college women can be answered only by the carefully studied results of wide experience and by direct experimentation. Toward this end all institutions which provide college or university training for women should co-operate with one another and with the various outside agencies already at work. The independent colleges for women are in a particularly favorable position to do this since they need to consider the problem in the interests of but one of the sexes and have therefore greater freedom for experimentation. But the affiliated and coeducational institutions are also vitally concerned. “Theoretically”, says Dexter, “the same instruction for both sexes is right, only if the aim of education is identical for the two, i. e., if they are to be

¹ op. cit. p. 237.

competitors in the same kinds of work."¹ But until the truth or falsity of this is demonstrated, institutions of this type cannot claim to give equal educational rights to men and women. What they really give to women is the right to share equally in a kind of education which was developed originally to meet the needs of men.

¹ E. G. Dexter: History of Education in the United States. 1904. p. 450.

ASSOCIATION OF COLLEGIATE ALUMNAE

TENTATIVE PROGRAM OF THE BIENNIAL CONVENTION

March 28-April 2, 1921

Headquarters, Washington Hotel, Washington, D. C.

MONDAY, MARCH 28

Preliminary Committee meetings and meetings of the Board of Directors.

TUESDAY, MARCH 29

Morning Session

9:00-10:00—Registration. (The Committee on Credentials will be in session a half hour before each business session.)

10:00-12:30—Business session.
Greetings from the Washington Branch.

Response by the President.
Appointment of Committees.
Announcements.
Reports of Officers.

12:30-2:00—Luncheon. (Vice presidents may arrange luncheon conferences with the delegates and councillors from their sections, if they wish, for Tuesday, Wednesday and Friday. These hours may also be used for committee meetings.)

Afternoon Session

2:00-4:30—Business session.

Reports of Committees

3:00—Joint meeting Boards of Directors of A. C. A. and S. A. C. W.

Evening Session

8:00—Conference of Branches.

WEDNESDAY, MARCH 30

Morning Session

9:30-12:30—Business session.

Presentation and discussion of plan of reorganization.

12:30-2:00—Luncheon.

Afternoon Session

2:00-4:00—Business session.

Report on Club House and discussion of plans.

4:30—The A. C. A. and the S. A. C. W. will be guests of the Washington Branch for tea at the National Club House.

Evening Session

8:00—Open meeting (Speaker to be announced.)

Joint Session with the S. A. C. W.

THURSDAY, MARCH 31

CONFERENCE DAY

Morning Session

9:30-12:30—Conferences of
Affiliated Alumnae Associations.
Deans and College Professors.
School Principals.
Women Trustees.

12:30-2:00—Luncheon by College Groups.

Afternoon Session

2:00-4:00—Conferences (continued).
Affiliated Alumnae Associations.
Joint Conference of Women Trustees and College Professors.
School Principals.

Evening Session

7:30—Dinner. A. C. A. and S. A. C. W. (Speakers to be announced).

FRIDAY, APRIL 1, 1921

Morning Session

9:30-12:30—Joint session with S. A. C. W.

12:30-2:00—Luncheon.

Afternoon Session

2:00-4:00—Business Session.

Vote on Plan of Reorganization.
Election of Officers.
Adjournment.

Evening

8:00—Post-convention meeting of the Board of Directors.

SATURDAY, APRIL 2

Sight-seeing.

ASSOCIATION OF COLLEGIATE ALUMNAE COLLEGES AND UNIVERSITIES WHOSE ALUMNAE ARE ELIGIBLE TO MEMBERSHIP

Allegheny College, Meadville, Pa.	Pennsylvania State College, State College, Pa.
Bates College, Lewiston, Me.	Pomona College, Claremont, Cal.
Beloit College, Beloit, Wis.	Purdue University, LaFayette, Ind.
Boston University, Boston, Mass.	Radcliffe College, Cambridge, Mass.
Brown University (Woman's College), Providence, R. I.	Randolph-Macon Woman's College, Lynchburg, Va.
Bryn Mawr College, Bryn Mawr, Pa.	Reed College, Portland, Ore.
Carleton College, Northfield, Minn.	Ripon College, Ripon, Wis.
Coe College, Cedar Rapids, Iowa.	Rockford College, Rockford, Ill.
College of St. Catherine, St. Paul, Minn.	Smith College, Northampton, Mass.
College of St. Elizabeth, Convent Station, N. J.	Swarthmore College, Swarthmore, Pa.
College of St. Teresa, Winona, Minn.	Syracuse University, Syracuse, N. Y.
Colorado College, Colorado Springs, Col.	Trinity College, Washington, D. C.
Columbia University (Barnard, Teachers College), New York City	University of California, Berkeley, Cal.
Connecticut Wesleyan University, Middletown, Conn.	University of Chicago, Chicago, Ill.
Cornell College, Mt. Vernon, Ia.	University of Cincinnati, Cincinnati, O.
Cornell University, Ithaca, N. Y.	University of Colorado, Boulder, Colo.
De Pauw University, Greencastle, Ind.	University of Illinois, Urbana, Ill.
Drake University, Des Moines, Ia.	University of Iowa, Iowa City, Ia.
Earlham College, Richmond, Ind.	University of Kentucky, Lexington, Ky.
Elmira College, Elmira, N. Y.	University of Kansas, Lawrence, Kan.
Franklin College, Franklin, Ind.	University of Michigan, Ann Arbor, Mich.
Goucher College, Baltimore, Md.	University of Minnesota, Minneapolis, Minn.
Grinnell College, Grinnell, Ia.	University of Missouri, Columbia, Mo.
Indiana University, Bloomington, Ind.	University of Montana, Missoula, Mont.
Iowa State College, Ames, Ia.	University of Nebraska, Lincoln, Neb.
Jackson College, Tufts College, Mass.	University of North Dakota, University, North Dak.
Knox College, Galesburg, Ill.	University of Oklahoma, Norman, Okla.
Lake Erie College, Painesville, O.	University of Oregon, Eugene, Ore.
Lake Forest College, Lake Forest, Ill.	University of Rochester, Rochester, N. Y.
Lawrence College, Appleton, Wis.	University of Texas, Austin, Tex.
Leland Stanford, Jr. University, Stanford University, Cal.	University of Toronto, Toronto, Can.
Massachusetts Institute of Technology, Cambridge, Mass.	University of Vermont
McGill University, Montreal, Canada	University of Washington, Seattle, Wash.
Miami University, Oxford, O.	University of Wisconsin, Madison, Wis.
Mills College, Mills College, P. O. Cal.	Vassar College, Poughkeepsie, N. Y.
Milwaukee-Downer College, Milwaukee, Wis.	Washington State College, Pullman, Wash.
Mount Holyoke College, South Hadley, Mass.	Washington University, St. Louis, Mo.
Morningside College, Sioux City, Ia.	Wellesley College, Wellesley, Mass.
Municipal University of Akron, Akron, Ohio	Wells College, Aurora, N. Y.
Northwestern University, Evanston, Ill.	Western Reserve University (Women's College), Cleveland, O.
Oberlin College, Oberlin, O.	Whitman College, Walla Walla, Wash.
Ohio State University, Columbus, O.	William Smith College (Hobart), Geneva, N. Y.
Ohio Wesleyan University, Delaware, Ohio	Wooster College, Wooster, O.

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1208 OAKLAND AVE

1964

The
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MRS. GERTRUDE S. MARTIN, Ph.D.

Executive Secretary of the Association
Editor

Communications concerning all publication matters, editorial or business, subscriptions, and changes of address should be sent to Mrs. Martin at the office of the Association, 934 Stewart Ave., Ithaca, N. Y. Communications concerning advertising should be addressed to Mr. J. B. Grace, Advertising Manager, 117 S. Tioga Street, Ithaca.

EDITORIAL

The National Club Committee has established Branch Memberships with privileges similar to those given to individual members.

A Branch Membership in the Club

Branches making a unit payment of five dollars (the fee for non-resident members) receive five guest cards. Branches making a payment of two units (\$10) receive ten guest cards. Branches making payment of three units (\$15) receive fifteen guest cards, etc.

This collective Branch Membership is offered to all branches west of Colorado (Colorado included.) Branches in the territory east of Colorado, especially Branches in university or small towns, which, by reason of local conditions, have had difficulty in securing individual members, are urged to apply to the Chairman of the Non-resident Membership Committee, Mrs. O. H. Martin, 4343 Locust St., Kansas City, Mo.

for the same membership privilege given generally to far western Branches.

The Committee hopes that this plan will be satisfactory, and that every branch not already having individual members will take out at least one collective membership.

The announcement of this branch membership was made to branches some time ago and has met with a ready response. The Santa Barbara Branch was the first to act, sending in its application in record time.

Three paid fellowships in social-economic research are offered by the Women's Educational and Industrial Union to women who wish thorough preparation for such work.

Fellowships in Social Research

The fellowships carry a stipend of \$500. Clerical assistance, equipment, and traveling expenses necessary for the in-

vestigation are furnished by the Department of Research.

A degree from a college of good standing, training in economics or sociology, and satisfactory references in regard to health, character and special fitness for social-economic research are required for all candidates for the fellowship. For the past five years the successful applicants have been women with some graduate training or experience. The research fellows are expected to devote their entire time for ten months to the training given by the Department of Research.

Training is given in the making and criticism of schedules, in field work, in the construction and interpretation of statistical tables, and in the literary presentation of the results of the investigation. All fellows are required to take the course in statistics given by the Director of the Department of Research.

In addition to formal training in statistics and methods of research, two co-operative investigations will be made by the staff of the Research Department. The first of these is limited in scope and may be based on data already collected. The second, which will be the chief original investigation of the year, will require field work for the filling of schedules, and will afford each fellow experience in all stages of the work required for modern co-operative investigations of social or economic problems.

Students who have received satisfactory undergraduate training in sociology and economics may offer the year's work in the Research Department in fulfillment of requirements for the de-

gree of Master of Science in Research at Simmons College. The thesis or research work is accepted also in certain seminar courses at Radcliffe College, Tufts College, and Massachusetts Institute of Technology. By special arrangement with the Committee on Graduate Instruction of Wellesley College, the work may be counted as a part of the requirements for a master's degree. Several western universities have accepted the completed studies as theses for advanced degrees, and have given graduate credit for the training in research. Professors from affiliated colleges serve on the committee which awards the fellowships.

Application must be filed before May 1st.

For further information and application blanks, address Department of Research, Women's Educational and Industrial Union at 264 Boylston Street, Boston 17, Massachusetts.

A highly interesting contribution to the Americanization work of its community has been made by our Binghamton (N. Y.) Branch. Miss

An Americanization Suggestion

Fanny Lee McKinney, correspondent for the

Branch, writes as follows:

"To borrow 547 pieces of handwork, the most prized possessions of the foreign women who owned them, exhibit them to over two thousand persons, and return the entire number, whole and unharmed, to their rightful homes—was the anxious task of the Southern New York Branch last November. In its beginning, while it was still something we would

put through IF—this exhibit seemed a gigantic and terrifying task. Now we look back upon it with a glow of enthusiasm.

“The Branch had been begged by our City Librarian to undertake the exhibit, as its effort at being neighborly with our friends, the new Americans. It seemed outside our usual work, which is raising a fund to help needy girls through college. But was it, in meaning and motive, so far away from our fundamental ideal—the best education for women? At any rate we set about it.

“First the nationalities were portioned out amongst us; then it was necessary for each committee to find someone prominent or specially popular amongst the people they were assigned to visit, to act as interpreter and general negotiator. We went to priests, rabbis, school teachers and foreign merchants and bankers, and were told by them who could best go around with us to call on the women (so many of them not knowing a word of English) and explain what we wanted. These calls were most interesting. The writer, who was assigned to the Italians, found them hospitable, courteous, excellent housekeepers. Yes, though our calls were unexpected, we found most homes clean and shining, a contrast to the slums round them. The readiness of our hostesses to dive into treasure chests and bring out lace bedspreads, christening robes, wedding finery and homespun linen, brought, perhaps years ago, from their native land—was due undoubtedly to the Italian friend who acted as interpreter, a woman whom they all loved.

“At last everything was gath-

ered into the exhibition room in the Public Library. All the large pieces, — bedspreads, tablecloths, shawls—were hung on the walls. Dresses were arranged on forms: smaller pieces were spread out on tables and in glass cases. It was really a wonderful show;—the Slavic races typified by heavy, gorgeous embroidery in reds and blues, the Italians by fine needlework on home-made linen learned in convents and done in the long evenings when the women gather to sew in their homes. Besides these, the nationalities represented by characteristic hand-work were Scandinavian, Danish, Armenian, Jewish, French, Irish, Southern Mountain whites.

“Two thousand people visited the exhibition. But we were disappointed here:—very few of the women that owned these treasures came. Their children came, their menfolks—perhaps the women were shy. It made us realize what a long way there is to travel to come to a complete understanding with them. We have much to learn from each other—they and we.”

Helen Sard Hughes is a professor in Wellesley College. This is not her first appearance in the *Journal*. Miss **Contributors** Johnson who was to this Issue formerly principal of a private school for girls in Omaha, is now head of a residence hall at Iowa State College. Fumi Uchida is a member of our Japan Branch. Her paper was presented before that Branch and is printed here without change. Mrs. Morgan is our vice-president-at-large and is at present our legislative representative in Washington.

COLLEGE WOMEN AND RESEARCH AGAIN

HELEN SARD HUGHES

That women's attitude toward scholarship tends to become that of the amateur rather than the professional is explained in two ways in Miss Louise Pound's article in the November Journal. First, she says, the research work of women is restricted by the kind of academic positions they may hold, positions involving only exacting elementary instruction. It is such positions, of course, which the research man higher up secures women to fill in order that he himself may be free for productive work. And, secondly, women's efforts are restricted by their lack of confidence in their own powers.

I should feel happier, however, if Miss Pound's first point were the whole truth of the matter. But the fact is that in women's colleges, where women do occupy to large extent "strategic positions," women still do not carry on research in degree proportionate to that of the men with whom they were trained in the graduate schools.

I think this is not necessarily a matter for condemnation. It is a matter for study. But it is my conviction that we must study more actively the causes of this condition, and prepare to meet them, if we are going to assist the rising generation of women scholars to regain the positions which, apparently, are to some extent being quietly taken from the women of this generation in universities and larger colleges.

As Miss Pound has so well

pointed out, "the deference for the investigator" in all considerations of appointments and promotions is a fact in universities now, and is becoming increasingly important in smaller institutions. Slowly the time seems to be passing when either man or woman can find favor in the sight of academic administrators by transmuting his intellectual energies into moral energies and loyal sentiments. This pressure, however, has not yet become so obvious to women as to men, and this fact, in a measure, accounts for women's failure to emphasize sufficiently **in their own minds**, first of all, their **right** to opportunity for productive scholarship.

When a young man of the better sort, with his Ph.D. fresh upon him, takes an instructorship in a university, he has no idea of "settling down." That position is to him an initial step in his career. While holding it he intends to get experience, make interesting associations, and continue his research, perhaps finishing up his dissertation, or going on with other problems suggested by his graduate studies. The older men in the department watch him with some interest; they feel responsibility for giving him encouragement and even assistance. There is almost sure to be more than one other man working in an allied field with whom he may talk over his problem through the smoke of many pipes. And no matter how great the distractions and potential distractions, this man, if he is a true scholar, will

not let himself be drawn entirely away from his own work, or his time be absorbed by the excessive details of elementary teaching or by conventional social life.

Why does such a man hold his own so much more insistently than a woman who at the beginning is as much of a scholar as he? Partly, because so much more depends upon it for him. For him, and not for her, promotion, increased salary, offers of more desirable posts elsewhere, are generally secured by the reputation won from "publications." Competition with other men, and the variety of posts for which they may compete, reinforce a natural taste for research with the powerful motives of professional ambition and economic gain.

But what is the case of the woman instructor in the same department? She becomes, for one reason or another, intent from the start upon "holding her job." The "job" may mean nothing more than an endless succession of freshman themes, and it may not hold the slightest hope of promotion (for a woman); but if she loses this university position, which she feels rather lucky to have secured at all, where else shall she go? Rightly or wrongly the prospect as she sees it makes her timid. Made cautious—and women are not apt to gamble in any case—by the scarcity of positions open to women, and by the inferiority of most of these, she prudently devotes herself to doing with her might the infinite number of pedagogical and social trifles which her hand finds to do. The result is, inevitably, that time and energy go first, and the taste

for research is very apt to follow after.

What would be the result if, on the other hand, the woman deliberately adopted the man's point of view and borrowed his professional program? Would it necessarily spell disaster? I think a large number of women in university positions have everything to gain and nothing to lose by the experiment. Suppose more well-trained women insisted on taking some time for scholarly work of their own, diversing themselves roughly of the mistaken notion that this is illegitimate, could they not prove, in course of time, their competence as scholars in such ways as should win recognition from fellow-workers, first of all, and then slowly, some time later, more tangible rewards nearer at hand? It has happened in that way with some. I believe the experiment is worth trying for many more; and that in the experiment lies the way of salvation professionally, and of intellectual survival as well.

But essentially it is the young instructor who must make the effort: for once a woman settles down into an acceptance of merely routine tasks as the whole duty of the woman scholar, it is almost impossible at later date to elevate herself by any boot-straps known to the academic female.

The woman who sets out, however, to make this effort to secure her rights to work as a scholar must realize that she will have to fight and fight alone, with 'foes without and foes within,' as the old hymn puts it. She will have only the stimulation of her own urgent love of the work. She will often lack comradeship and en-

couragement in her endeavors; as she will lack the extrinsic incentives of a realizable professional ambition, and the spur of close competition for academic benefits. So to great extent it will remain that only those women who see clearly what they want, and then want it so hard that they will not be balked of their desires, only they will fight with success the lethargy induced by their position.

But it is true in and out of Scriptures that men—and also women—are known by their fruits. Rightly at present many women are dissatisfied with the

rewards of their labors. Yet it is strategically important that in an age increasingly concerned with research women scholars should prove themselves abundantly worthy of the hire they demand.

Over and over women have won in their race in spite of a handicap. More and more the present struggle for recognition of women as college teachers is going to hinge on this matter of scholarship. To keep alive one's research interest and carry for many years a burden of elementary teaching is not easy; but it can be done.

REFLECTIONS OF A PROFESSOR'S WIFE

I had taught eight years when I was married to a teacher. At the time of our marriage some of my friends cautioned me about giving up a career, and friends of my husband reminded him of the danger of handicapping himself with a wife before taking his doctor's degree. However, we figured that the fun of working together would be worth the risks involved.

After my husband had taught another two years, during which time we saved what we could from an instructor's salary, we registered in a graduate school to complete together the work for our doctor's degrees. Looking back upon those years, I think of them now as the happiest in many respects that we have spent together. We were more truly comrades than we have been at any other time. Taking some of the same courses, we were thrown together in our work as well as in

our play. We were in every sense equals. Our problems were the same, and there was pleasure in solving them together.

From the graduate school we went to a state university located in a town of 15,000 inhabitants. My husband had an assistant professorship with a salary of \$1,800. We were both enthusiastic about our new prospects. I had always loved to teach, and had been, I believe I may say, reasonably successful as a teacher. I had come to this place with better equipment, as far as training goes, than any one in my field who was teaching there. But we had been in the town only a short time when we learned of a ruling which eliminated wives of members of the faculty from teaching in the university. Other women were on the staff, even married women, but no wives of teachers.

After an expenditure of several thousand dollars and the de

votion of some of the best years of my life to special study, I was cut off from any opportunity to utilize this training. And unless I could earn enough money to pay some one else to do the housework, I was doomed to spend a large part of my time in tasks which a woman with practically no education could do. However, accepting the situation, I put on my apron and went into the kitchen, where for six years I have cooked a professor's meals and pondered over the policy of our university. Can it be in the divine order of things that one Ph. D. should wash dishes a whole life time for another Ph. D. just because one is a woman and the other a man? Or is this merely a university decree?

At the same time that our university bars professors' wives from teaching in its halls, and by its low salary schedule renders practically impossible their continuing productive intellectual work, it calls upon them for more unpaid service than it asks of any other class of people. If the "faculty wife" does what is expected of her, she devotes considerable time to making calls, entertaining faculty members and students, attending social functions, and serving on committees and advisory boards of various organizations of the university. Through faculty women's clubs, composed of the women of the faculty and wives of faculty members, she spends much energy helping arrange receptions, teas, and picnics for the faculty group. The burden of such work falls invariably on the wives of the faculty men, because the

women who are teaching are "too busy."

By virtue of her social position in the community it devolves upon the "faculty wife" to take a prominent part in the women's clubs and social life of the town as well as of the university, whether she has any interest in such activities or not. Her husband can use his work as an excuse for neglecting social affairs, but for her there is no escape. The social life is regarded as an important part of her work. The irony of the situation is that if she were teaching, she would not be held to a social program any more than a man; but the moment she becomes the wife of a faculty member, she becomes involuntarily an unpaid social servant of the university. The tradition is so binding that any neglect of her "social duties" hurts not only her own standing in the community but that of her husband as well.

In addition to housekeeping and the performance of social obligations, one of my friends has assumed the burden of correcting papers and doing stenographic work for her husband. Although such work is admittedly more interesting than washing dishes, it has never appealed to me as being quite dignified, after resigning my own position, which paid as well as my husband's, to assume the drudgery of his, nor has he thought that it accorded with our boasted American chivalry that a woman should do the menial part of a man's work.

The wife of another of our professors frequently substitutes for the teachers of the public schools. One experience sufficed to con-

vince me that this was a luxury which I could not afford. When one of the high school teachers was taken suddenly ill, I was asked to help out in the emergency. This high school, one of the largest and best in the state, paid me, in accordance with its regular scale for substitute teachers, the sum of \$3.25 a day, only a little more than I paid the woman who cleaned for me. With the difference between her wage and mine I could not buy clothes which were suitable for the classroom.

During these years in which my husband has steadily advanced in his profession, I have had to struggle to keep from losing out altogether. He is as desirous as I that we should develop together, but he can no more change the situation than I can. Since he is earning the salary for both of us, he must have all his time and energy for his work. But when two people are interested in doing the same kind of work, and are equally prepared to do it, it seems unjust that one should have to sacrifice her ambition in order that the other may succeed. Moreover, there is no real companionship between a husband and wife who are not growing together, and it is difficult for them to develop equally under existing conditions. However, the beautiful companionship which existed in the homes of the Palmers and Parkers of two American university faculties shows how great an inspiration a husband and wife can be to each other and to university students when both are mentally alert.

It is a pleasure to recall that several of my friends, whose hus-

bands are professors, are teachers in universities and colleges. One is head of a department in which her husband is an associate professor. On the other hand, I think of a woman, admittedly a superior teacher, whose services are utilized in emergencies by one of the largest universities in the country, but who cannot receive a regular appointment simply because she is married.

Surely it would seem that just at this time, when women are being admitted to professions hitherto closed to them, the profession of teaching, in which they have long proved their efficiency, should make the greatest possible use of their ability.

THE NATIONAL HOUSING CONFERENCE AT BRIDGEPORT

The annual convention of the National Housing Association was held at Bridgeport, Connecticut, on December 9, 10 and 11. It was significant that the gathering was at least nine-tenths masculine this year, and that the health-and-housing note and old-line restrictive legislation (tenement house, housing and building codes), which used to dominate these conferences, were crowded into one afternoon session. The New York rent laws (a new form of restrictive legislation) being spread over two sessions, and all the rest of the time devoted to how to get more houses. Architects, engineers and builders discussed various methods of cheapening construction. Leaders in the world of banking, insurance and building-and-loan associations presented plans for increasing the flow of credit into home-building. And the colossal projects of the French and British governments through credits to private builders and through direct construction under public auspices were described and illustrated. The feeling of the Conference was strongly and healthily against government subsidy. But the wide field outside of subsidy open to the government in correlating effort and in facilitating credit was hardly glimpsed by the majority of those present.

A NEW PROFESSION FOR COLLEGE WOMEN: THE HEADSHIP OF A COLLEGE HALL OF RESIDENCE

EUPHEMIA JOHNSON

EDITOR'S NOTE—This paper is based on data collected from nine of the leading women's colleges, eleven of the great universities and six of the smaller coeducational colleges. All but six of the institutions were visited personally either by Miss Johnson who is the head of one of the halls at Iowa State College at Ames, or by her colleague, Miss Brown, who cooperated in the investigation.

The expansion of colleges and universities and the growing complexity of their life is increasing the number of faculty-controlled halls of residence for undergraduate women; and there is a noticeable tendency to appoint to the headship of such halls, college graduates, who know from experience something of the problems of the undergraduate.

Conditions in these halls differ widely and the duties of their heads are equally varied. At one extreme is found, in a Teacher's College, a hall whose head is the Dean of Women. In addition to the manifold occupations of her office and to teaching, the Dean acts both as social head of the hall and as housekeeper, directing a cook and student help for housework and office. At the opposite extreme, is found the mistress of a woman's residence who is assisted by a staff, consisting of secretary with office help, a housekeeper with a corps of servants and a trained nurse. This head ranks as a member of the college faculty, teaches one class, and her position is distinctly an educational one.

Between these two extremes are found many varieties. There are residence halls where the social heads are members of the administrative or teaching faculty, such as the Dean of Women, her

assistant, her secretary, a librarian or other college officer or a professor or instructor. The domestic side of such a hall is usually administered by a separate department, either by a non-resident director or by a resident housekeeper.

Then there is the hall that has its own independent head. Sometimes she acts as dietitian and housekeeper as well as social head; often she is social head with one other duty. Occasionally, as in the college named above, she teaches one college class. In this case she is a college graduate. In other cases she acts as social head and supervises the housekeeping and house servants while the dining room and kitchen are under a dietitian. In the east, heads of this latter type are often ladies of wide social and domestic experience, without the college degree; in the west, they are more often women with technical training, preferably the B. S. in Home Economics. There are a few halls where the head has neither teaching nor housekeeping duties, but is purely a social head. In that case there is usually found in residence, a separate trained person as the business and domestic head.

The title and status of these officers vary with their duties. There are still found in a few

cases, the old-fashioned "preceptress" or "chaperone." They are rarely college women. "Warden" and "mistress" are titles given in the east to collegiate heads. The latter title is used also at the University of Wisconsin. Here the mistress, although she does no teaching, ranks as assistant professor on the faculty and has a vote. At Wellesley, the Head of a Hall is not necessarily a college woman, but ranks as a college officer attached to a special department under a Dean of Residence. In the coeducational institutions of the west, the Head of the Hall is sometimes called Social Director or merely Director. She is usually one of the staff of the Dean of Women.

The position of Head of a Hall, seems, on the whole, to be almost as vague and indeterminate as was, not so very long ago, that of Dean of Women. Older members of the Association of Collegiate Alumnae will not easily forget the efforts of the Association to secure for Deans of Women academic recognition equal to the importance of her work. It seems reasonable to expect that, as the educational possibilities of the Hall of Residence are realized, the status of its Head will be more clearly defined.

The problems that are creating the demand for trained directors for the home life of college women are similar to those which created the Dean of Women.

The college of two generations ago received students of serious purpose and often of fairly mature years. Sometimes these women were housed in living quarters in academic buildings; often, as in the days of the "Har-

vard Annex," or in state universities, the authorities contented themselves with licensing "approved" boarding places. In the universities there were some regulations for the intercourse between men and women and in a few of the earlier residence halls there were traditional boarding house restrictions. But the general college attitude sanctioned freedom for the women, especially in regard to the employment of their time.

But the great increase in attendance at college and university came so rapidly that the authorities themselves could not provide adequate housing facilities. The private (approved) boarding houses increased in number and the sorority house began to play an important part in the life of the college woman.

With these changes the old familiar intercourse between faculty and students was lessened. And the younger age at which women began to enter college, the different type of girl who came—often with no very definite aim—these factors brought new perplexities. Then too, the social changes due to the arrival of the telephone, the motor, and the increase in the wealth of the country, made life much more complicated. College authorities felt the need of more means for influencing student opinion and they were also moved by a new conception of education to a sense of responsibility, not only for intellectual and moral standards but for training in hygiene and in social standards. "Education," in the words of a great leader in secondary school work, is seen to be "an art, requiring not merely

the power to teach**** but is also demanding skill, tact, knowledge of the world, generous sympathy with human infirmity, ability and quickness in comprehending the special needs of individuals; genuine literary instincts and a high moral and intellectual standard."

These needs are being met in many and varied ways. The situation in the college for women is different from that in a coeducational institution. And in the latter, the small college has another set of problems from those of the large university. Even those of the university vary, according to whether it is situated in the west or in the south; in the country or in or near a large city.

Yet underneath all these differences certain common needs appear: First—the need for protection (1) of health (2) of social protection (chaperonage) (3) of the time for study.

Second, the need for social training. "Social" in this connection "includes all phases of life in which human beings meet together." It is felt to be part of the duty of college and university to help students "to develop among themselves, and toward others the spirit of good will and helpfulness, manifested by courtesy and refinement of life and manners."†

We have come to see that true democracy desires for all; those outward forms of courtesy and graciousness that have been the best fruits of aristocratic tradition. The girl of gentle breed-

ing should not have her standards lowered by the college atmosphere; the girl who has not had training in the "outward and visible signs," though she often has the "inward and spiritual grace" of true courtesy, should have the chance before her impressionable years are over, to learn something of the amenities of social tradition.

Finally, the young woman entering college is often in need of personal guidance in matters educational, vocational, financial and touching her relations with other people. Faculties are facing these needs as never before and many efforts are being made to meet them.

The most important, probably, is the introduction of student government—that is, "an agreement to work together to make real, in the life of the college, the best in manners, morals and habits." * By the aid of student government, leaders of student opinion are discovered and developed and brought in contact with faculty opinion.

Other agencies are most active. departments of hygiene are being introduced. Deans and vocational counsellors and faculty advisors are giving intellectual guidance and help in finding definite aims for life and work. The Y. W. C. A. and student centers for religious work give valuable aid in personal matters and in finding employment for students who must make part of their expenses.

But amid all these agencies the opportunity of the residence hall stands out. It can give a background for the whole of college life; it can serve as a general clearing house; it can be a labora-

*Dr. Henry Augustus Cort, first Rector of St. Paul's School, Concord, N. H.

†Extracts from "A Woman's Life at Grinnell College."

tory for practice in activities social and domestic; above all, it can give special help in that train-

"Extracts from a Woman's Life at Grinnell College."

ing in good citizenship that the N. E. A. declares to be our most pressing educational need. Moreover, just as the social settlement was founded "to bridge the chasm" between classes, the Hall may help to bridge that ever present cleavage between youth and age, dependence and authority.

In order to realize these possibilities, the Head of the Hall must be a woman, who in addition to scholarly training, social or technical experience and interest in young people, has special aptitude. Professor Palmer gives the first requisite for the ideal teacher as "the aptitude for vicariousness." The Head of a Hall needs this general educational qualification; she may be said to need especially the aptitude for cooperation. It is in a comprehensive and close relation to the general life of the college or university that the unique opportunity of the hall lies. The head, moreover, must have an aptitude for institutional life. This quality is not always found in women, otherwise suited for headship of a hall.

What has the college or university to offer such women? As was said in the beginning of this article, conditions are still far from standardized; but progressive institutions are exerting themselves to make the position attractive. Salaries are low and are likely to remain so for some time. But except in cases where the head has domestic duties, the vacations are usually those of the scholastic year. Living condi-

tions are generally pleasant. Realizing that "it is fundamentally important that college students live under conditions which make growth in health, courtesy, knowledge and wisdom natural," *special attention is paid to the quarters of their head, so as to "surround her with a certain dignity and propriety of living." Her study or sitting room is often spacious enough to accommodate a library of books, and to entertain easily groups of students." She usually has private bath, and guest privileges are often allowed her.

The realization of the difficulties of institutional life is growing. It is recognized that if the head is to keep her health and her temper, she needs some time of absolute privacy each day when she can escape to quiet and to her book, and, occasionally get away from the building, at least for a day. If she is not to grow stale in her job, she needs association with her equals in age and contact with the intellectual life of the college and with its distinguished guests. If she is a teacher, such contact is the more easily secured. It is recognized that if she is to make her department an educational one, equal in value to that of the other departments, she must be set free from some of the detailed routine — most important in the daily life as it is—that can be done as well, or better, by a less highly trained person. She must be free to plan, direct, guide and inspire.

As has been said, very much still remains to be done to bring Halls of Residence to their high-

*Report on College Living Conditions by Wellesley Alumnae, 1916.

est possibilities of usefulness. But to a woman who joins to scholarly tastes and the love of youth, an aptitude for homemak-

ing and the spirit of the pioneer, there is, in the Headship of a Residence Hall, a great opportunity for service.

COEDUCATION IN JAPAN

FUMI UCHIDA

The question has arisen since the Imperial University and other colleges recently opened their gates to women, "Should we encourage coeducation in Japan, and have young boys and girls to go into coeducation schools?" What is the present condition of the existing coeducational schools in Japan? It is too wide a question for one who has so recently returned from America to give a comprehensive report. Yet, after all, the history of coeducation in Japan is comparatively short, and a great deal remains to be seen in future.

At present the schools that have anything to do with women in Japan may be divided into three kinds.

To the first kind belong the schools that are coeducational. Those are:

The Tokyo Music School.

Tohoku Imperial University,—in the Science Department they had three women in the past, who received their degrees. Since then there have been no more applications. And, according to Mr. Yuhara, the head of Ocha-nomizu Higher Normal School, even if there are more applications, graduates of the boys' Koto Gakko are better prepared and have naturally the first chance, which makes it more difficult for women to enter the university.

Toyo Daigaku (college or uni-

versity) had five women in the past and has one or two at present.

The Nippon Daigaku began coeducation last April and now they have one hundred fifty women in various courses; namely, sixty in Higher Normal Department, forty in Sociology, fourteen or fifteen in Religion, seven or eight in Law, and six or seven in Politics. It is said that a considerable number of students have sent in applications for the new term, which is to begin in December.

The Doshisha College, in some courses, has had boys and girls together in the same class.

As for the result, some say it is favorable and others that they are still in the course of experimenting.

To the second class belong those schools that have admitted women in an irregular way:

The Tokyo Foreign Language School has had two or three special students.

Kyoto Imperial University admitted in the past in its Medical department, some of the women who had medical certificates.

Tokyo Imperial University opened its doors to women last autumn in the Department of Literature, and now they have about thirty women who listen to the lectures, though they do not receive degrees.

The third is the schools that

are not yet coeducational and are undecided whether they will admit women in future. They are:

The Tokyo Foreign Language School.

Kokugakuin Daigaku.

The Tokyo Imperial University.

(Keio Daigaku had been planning to admit women but when they asked the Educational Department of the Government, the request was not granted).

It will be noticed that there are no middle schools that are coeducational. There are some primary schools that are coeducational but since the importance is concerning children of a more advanced age, the record is omitted. It must here be owned that the writer owes thanks to Miss Yamada, whose inquiries and answers have contributed to the above statistics.

In order to conjecture the future prospect of coeducation in Japan it will be of interest to know the opinions on the subject of some representative men. And they too may be divided into three classes.

The first class does not believe in coeducation. According to those people the intellectual capabilities of boys and girls are unequal and consequently they should be educated separately and differently. Such was the principle of the Nippon Women's University at its start and such the opinion of Mr. Naruse, its first president, though Mr. Aso, his successor, is said to be in favor of partial coeducation. In his article in the *Lady's Graphic*, October, 1920, the latter, in speaking of the intercourse of boys and

girls, says that we need not take any hasty step. And in Boys' Middle Schools the boys ought to learn the proper attitude toward girls, and in Girls' High Schools they should be taught the proper attitude toward boys.

The second class is represented by Mr. Yuhara and the Educational Department of the Government. They approve of coeducation in primary schools and in colleges and universities and professional schools but not in Middle Schools. Mr. Yuhara, in the *Lady's Graphic*, says that before the question of coeducation we should solve the matter of intercourse of boys and girls. As the head of the Tokyo Music School, he had an experience on coeducation and he says there was no harm in it. But he goes on to say that the nature of the school made it necessary to have boys and girls together, and this does not apply to every school. Middle Schools will face difficulties.

The third class is represented by two men. One is Mr. Miyata, the principal of Seijo Koto Jogakko. His early education was coeducational and he says that there was good but no harm, and wholly approves of coeducation. The reason we have been separating boys and girls is, according to him, due to the influence of German education.

The most pronounced opinion is given by Mr. Fukushima, the editor of the *Fujo Shinbun*, who wholly approves of coeducation. He first introduces Dr. Sawayanagi's opinion, which is as follows. In primary schools there is no need of separation, since there is no dominant sexual difference between little boys and

girls, as we generally call them "children". And in colleges and universities students study science, and before science and truth there ought to be no sexual distinction. Then in professional studies, such as agriculture, commerce, engineering, medicine, etc., men and women ought to know alike. The question is concerning the Middle School. It is about the age when boys and girls become sexually conscious and it may be better to give education suitable to each sex. In the Koto Gakko also, since it is an extension of the general Middle School, it may be wiser to keep the sexes separate. But in primary schools and colleges and universities co-education ought to be the standard.

Mr. Fukushima goes one step further. Dr. Sawayanagi had said that it might be better to separate sexes in Middle Schools but Mr. Fukushima thinks it would be better not to separate them. In two April numbers of his weekly papers, he gives the advantages and disadvantages of coeducation in Japan.

First he brings out the disadvantages and answers them. The first difficulty is a moral one and the greatest objection of many men. Mr. Nakabashi, the Minister of Education, had spoken of the danger of coeducation. But, says Mr. Fukushima, the danger is not so great as some think. If only one boy and one girl were to meet together it might be dangerous, but many boys and girls are together and this danger no longer exists. Of course there may occur mistakes among some boys and girls but such pupils will misbehave themselves not

only in schools but in inns and street-cars. If a child is hungry for a cake he may steal it when possible, but a boy of a cake shop will never care to do such a thing. In the same way, if boys and girls are strictly kept separate they are curious and want to see each other even secretly, but if they are together they will act naturally. And of course this ought to have been begun from the primary stage.

The second objection is the fear that boys and girls may lose their special characteristics. Should not boys learn **gekken** and **jujitsu** and girls tea-ceremony and flower-arranging? This too, he says, is an unnecessary care. If they are kept separate they develop their dominant characteristics to too great an extremity. As a consequence we have now women who are overdressed, inactive and dependent, while we have men with an awkward gait.

The third objection is as to what is to be done with domestic science and sewing, for which Japanese girls have been spending so much time? Mr. Fukushima says that sewing hours can be lessened and the precious time can be employed for more useful mental training. And as for domestic hygiene and so forth, boys ought to know too.

The advantages of coeducation are as follows. First through mutual influence each boy or girl can perfect his or her character. He gives an interesting account of his experience with his children. His eldest daughter went to a primary school, which was coeducational. In that school boys and girls were not only put together in the same school-room

but they were made to sit in couples, each boy beside a girl. In her younger brother's days, boys and girls sat in couples for the first four years and the remaining two years boys sat on one side of the class room and girls on the other. When Mr. Fukushima's second daughter went to the school, the children were put in couples for only two years and the rest of the years they were merely put in the same room. But his second son and last child was sent to another school where boys and girls were taught separately. As he observes those children Mr. Fukushima thinks that his eldest daughter has the strongest character, while his last son, who had the separate education, has the most one-sided character. This, he thinks, is due to the education of the schools and the sexual influence. In other words, the boy receives from the girl the influence of delicate feelings, what we might call the scent of flowers; whereas the girl receives from him liveliness and strength.

The second advantage is the mutual understanding of boys and girls. One of the causes of many domestic tragedies lies in the misunderstanding of the sexes. And once when they become sexually conscious, they do not easily expose their nature but hide under various covers. If they study in the same school-room, they would understand each other much more easily.

The third favorable side is in the mutual competition. Everybody has ambition but it is accentuated in face of the other sex. A girl will endeavor to do her lessons well in front of a boy and

he on the other hand will strive not to disgrace himself.

Such are Mr. Fukushima's reasons for advocating coeducation in Japan. But he says it is not necessary to have every school coeducational. As Mr. Jiro Shimoda of Ocha-no-mizu says, it will be necessary to have boys' schools and girls' schools also, in order to satisfy all ideas on education.

Mr. Fukushima's argument is of course open to discussion and criticism. His experience with his children is interesting but he has stopped with the primary stage. Would it be the same with the Middle School stage? He has only brought out moral difficulties, but are there not difficulties from the standpoint of learning? In a country like Japan, girls have had comparatively little chance for higher education. Moreover girls are more self-conscious and physically weaker than boys. And average girls are apparently slower than average boys in response. In primary schools and in colleges and universities where studies are chiefly individual affairs, it would not matter much, but in the Middle School where the work is mostly done by means of recitation, will not the slowness of girls delay the progress of boys' study?

At all events the difficulties, whether moral or otherwise, lie in the Middle School stage, and most people favor coeducation in the primary and university stages. But coeducation has taken footing in Japan and sooner or later it will expand its sphere, and we must face it in the most intelligent way we can conceive, endeavoring to harmonize it with the traditions of Japan.

THE LEGISLATIVE SITUATION

LAURA PUFFER MORGAN, Vice President-at-Large, Legislative Representative.

The Association of Collegiate Alumnae is one of the ten leading national organizations of women which have organized a Woman's Joint Congressional Committee for the purpose of forwarding legislative measures in Congress in which they are interested, severally and collectively. According to Mrs. Maud Wood Park, chairman of the new committee, this is the first time in the history of the country that the resources of women's organizations have been pooled and their forces joined in working for a common legislative program for social welfare.

The organization meeting of the committee was held by invitation of the National League of Women Voters at its offices in Washington on November 22. The organizations represented, with their permanent delegates, were: General Federation of Women's Clubs, Miss Lida Hafford; National Council of Women, Mrs. Ellen Spencer Mussey; Woman's Christian Temperance Union, Mrs. Ellis A. Yost; National Women's Trade Union League, Miss Ethel Smith; National Congress of Mothers and Parent-Teacher Associations, Mrs. Arthur C. Watkins; National Consumers' League, Miss Jeannette Rankin; Association of Collegiate Alumnae, Mrs. Raymond B. Morgan; American Home Economics Association, Miss Louise Stanley; National Federation of Business and Professional Women, Miss Lena Phillips; National League of Women Voters, Mrs. Maud

Wood Park. Several other organizations have been invited to join the committee and will undoubtedly be represented at the next meeting. Mrs. Maud Wood Park, chairman of the National League of Women Voters, was elected president, Mrs. Ellis Yost, legislative chairman of the Women's Christian Temperance Union, vice-president and treasurer, and Mrs. Arthur C. Watkins, executive secretary of the National Congress of Mothers and Parent-Teacher Associations, secretary.

The new organization will work through sub-committees which will be composed of representatives of organizations interested in the various bills to be supported, and will seek to establish the machinery for effective cooperative campaigns. The individual organizations are protected by the provisions, first, that the name of no organization shall be used on any printed matter except by consent of its representative and, second, that no expense shall be incurred by any sub-committee working for the passage of a bill which is not authorized by the organizations represented on that sub-committee. The administrative expenses of the committee will be covered by contributions of the member organizations of not to exceed \$10 each.

The bills which will be pressed for passage are: the Sheppard-Towner bill, granting federal aid for maternity and infancy; the Gronna bill, creating a federal livestock commission; the Curtis-

Gard Child Labor bill for the District of Columbia; the Rogers bill for the Independent citizenship of married women; and the Fess Home Economics bill, providing a federal appropriation for teaching home economics.

Legislation in which the A. C. A. is particularly interested and which it has endorsed is that providing for the reclassification of government employees, for the establishment on a permanent basis of a federal employment service, and for the creation of a federal department of education.

The reclassification bill included in the report of the Joint Commission on Reclassification has been discussed in the October Journal. There has been a growing feeling that this bill is too complicated to admit of early passage by Congress, and a new simplified bill has been drawn up by Representative Lehlbach, chairman of the House Committee on Civil Service Reform, embodying the essential features of the former bill. It has the unqualified endorsement of the Federation of Federal Employees, who will make every effort to secure its passage, and should receive the immediate and active support of the A. C. A.

The situation with regard to the federal employment service is somewhat different. While the need of reclassification and of salary increase for the government employees is so urgent as to demand immediate action, the U. S. Employment Service, on the other hand, has a small appropriation for the present fiscal year and can function until July 1 without further action on the

part of Congress. Moreover, any question so controversial has no chance of action during the short session. The most that we can hope to do, therefore, is to make our views known to the legislators and pave the way for prompt action by Congress at the special session which is likely to convene in March.

A conference of representatives of six national organizations of women interested in the employment service, including the A. C. A., was held November 26 in the Washington office of the National Women's Trade Union League, at which the two bills now before Congress creating a federal employment service were discussed. These are the Kenyon-Nolan bill (S. 1442) (H. R. 4305) and the Nolan bill (H. R. 544) which was favorably reported at the last session by the House Committee on Labor. While the women's conference realized that it was too soon to determine what kind of a bill it would be best to support, it was unanimously agreed that on behalf of the women's organizations it would insist that whatever bill was enacted should contain the provision for a woman staff officer of at least the rank of assistant director with adequate authority to supervise and direct the employment of women. At the present writing the subcommittee of the Women's Joint Congressional Committee has not yet met to decide upon the first steps.

Similarly, the Smith-Towner educational bill, although it is being pushed by the N. E. A. and most of the women's organizations, not, however, including the A. C. A., has incurred so much op-

position from other sources that no action by the present Congress need be expected. In fact, the signs seem to point rather to the creation of a department of public welfare which shall include the Bureau of Education, the Children's Bureau, Public Health Service, and certain other bureaus and independent boards, than to

a separate department of education. This question is bound up with the whole subject of reorganization of the government departments in which republicans in Congress are keenly interested, and will probably not be considered in advance of the more general problem.

Ethel Moore.

Aurelia Henry Reinhardt,

Ethel Moore was born in Oakland. She was an energetic student in the High School, attended the University of California and graduated from Vassar College. To this day, visitors from the west on the Vassar Campus learn that Ethel Moore since her freshmen days in the early 90's typifies for the faculty Western girlhood in honesty of purpose, industry of habit, and co-operative spirit.

Her contact with a woman's college stimulated her interest in the welfare of women and children, which showed itself on her return in founding the Oakland Social Settlement which has given to a generation of adults and children in an environment otherwise sordid, uplifting opportunities for study and recreation. This same interest made her accept the responsibility for planning playgrounds for Oakland. These soon were famous from the Atlantic to the Pacific as touching the lives of children and parents more helpfully than any other system in the country. Simultaneously, among her friends and

neighbors she became the first president of the Home Club, original in its planning for a more cordial and democratic social intercourse of family and community.

Realizing that problems of health needed more than recreational measures, she became one of the founders of the Alameda County Tuberculosis Society on whose board she served for twelve years. The acquiring of summer camps for children and for adults grew out of contact with the needy in the Playground organization and the Tubercular Clinics. There her ready sympathy saw the broader more inclusive possibilities for better health in the Alameda County Health Center, and to its organization she gave sympathetic help. Recreational possibilities turned her creative energies on the one hand to bringing to California the work of the Drama League and the American Playground Association, and on the other to the constructive social work of associated charities.

In 1911 Ethel Moore contributed much of the vital force

which brought to California women the right of suffrage. Following this, her attention turned to the education of women for civic as well as domestic efficiency. She had always been a leader in her own college club; now she began to help educational legislation and summoned the alumnae of institutions throughout the country to join in raising the standards of education here at home. She became sectional vice-president of the Association of Collegiate Alumnae, and travelled from Imperial Valley to Seattle preaching to women the need of higher educational standards and the practical application of knowledge to daily living. Her vision of the relationship of differing group efforts was shown in her participation in the State Conference of Social Agencies. She brought into this California body the organized college women of the State, on the thesis that education is the greatest of the social agencies. Organization for health, recreation, industrial safety, economic justice, community goodwill, each in its own way mitigates existing evils; education alone prevents them all.

In 1915 she became Trustee of Mills College, and put her faith and energy to work that a residence college for women on the Pacific Coast might take its recognized place with the institutions across the continent.

In the meantime came the war. To every effort for relief in Europe, for mobilization at home, for economy, patriotism, participation, she applied the power of her constructive mind. Governor Stephens made her one of the two women members of the State

Council of Defense; she was a chairman of the Oakland Council of Defense, she was a director of the Hoover Relief Commission for starving Belgium; an organizer of the Women's Land Army; a national director of Girls' Clubs for Community Service; a member of the National Committee to Secure Military Rank for Army Nurses.

No woman in California exemplifies so completely as Ethel Moore the value to the modern woman of intelligence, goodwill, and training. These three qualities were present in all her work, and faith in them marked her simple philosophy, which claimed that if women possessed these attributes, there would be no problem of stabilizing the home and christianizing the community upon which depends the permanence of our democratic civilization.

Intelligence, the inheritance of children of the pioneers; goodwill, the attribute of Christian faith; training latent abilities, the outcome of right education.

It was her intelligence that gave her to understand the individual and group problems of our complex age. Her intelligence taught her to engage in all possible efforts to do justice to individual right and to better the whole community.

Her goodwill made her unselfish. She knew that to ride one hobby is permitted to egotism. Altruism goes on foot, helping wherever help is needed,—the sick, the ignorant, the poor, the lonely, whether in youth or age.

Her training made it possible for her to use her rare mind and many talents for a multitude of causes. In so doing, she has

taught us the unity of all efforts for the common weal. She has proved that sympathy with the manifold expressions of the human spirit, intelligently and unselfishly working in its behalf, is the only way in which human life for the individual and group can be permanently bettered.

The sum of a life's service! Who can put a value upon it, or measure the continuity of its good?

The noble effort of a human spirit! What will you do to keep

it with us working on beneficently to long-planned goals?

Mills College, in recognition of Ethel Moore's years of constructive service as Trustee, is carrying out her cherished plan to build upon the campus a new residence hall for one hundred students. So, in a building such as she planned, on Prospect Hill from whose sunny top one sees the shining bay, future generations of girlhood will live and work, catching the inspiration of her who knew their need and their opportunity.

FROM THE HOUSING COMMITTEE.

EDITH ELMER WOOD, Chairman.

The New York State Housing Program.

At a meeting of the New York City Branch on December 3, attended by delegates from a number of up-state Branches, the chairman of the A. C. A. National Committee on Housing was asked to present a permanent housing program for New York State. Owing to the close agreement between the general policy outlined in the A. C. A. report and the plans advocated by Governor Smith's Housing Committee, the task was peculiarly easy. It is not often one can say so whole-heartedly: "Follow the official program."

Mr. Clarence S. Stein, Secretary of the Governor's Committee, was present and addressed a few words concerning recent developments.

Mrs. Howes, on behalf of the Housing Committee of the New York City Branch, offered a resolution, which was adopted, affirming the intention of the Branch to work for the three main points of Governor Smith's housing program: (1). The appointment of state and local unpaid housing boards to act as centers for the collection and distribution of information concerning housing needs and remedies. (2). The amendment of the state constitution to permit state housing credits, and (3) the passage of an enabling act per-

mitting direct municipal housing where necessary. The resolution also provided that copies be sent to the ten other New York State Branches, with the hope that they would take similar action.

The plan of campaign is largely educational, involving housing meetings and exhibits with the co-operation of other interested organizations, such as the Federation of Women's Clubs, the Consumers' League, League of Women Voters, etc. But it is also intended to take the matter up directly with members of the Legislature.

At the suggestion of its chairman, Mrs. MacNeille, the housing committee of the New York City Branch was instructed to go before the Board of Aldermen to request that if the permissive act exempting new dwellings from taxation for a period of twelve years is adopted in New York City, it should be limited to dwellings of moderate cost and approved sanitary standard and rental.

Mrs. Isabel Fiske Conant, one of our members, a writer of masques and pageants, has just produced a new masque, called Eldorado. It is an Americanization masque and can be adapted to local conditions in any community. Any of our branches interested in such a production should correspond directly with Mrs. Conant, 123 East 19th Street, New York City.

AMONG THE BRANCHES

The **Ann Arbor Branch** is having another wonderfully prosperous year. During the year 1919-20 under the presidency of Miss Greenwood, the membership passed all previous records, going beyond the two hundred mark. This year at the beginning of December the membership is 225, of whom thirty are new. An encouraging sign the past few years is the additional number of graduate students who enter the A. C. A. This not only adds to the interest of the branch but will send out into other communities women who will arouse interest in the A. C. A. elsewhere.

Last year the Branch having no longer the care of the Michigan division of the American University Union in Paris to utilize its spare funds, gave five hundred dollars to apply on the debt on Alumnae House, the residence hall for girls who are making their own way through college; three hundred dollars to bring its loan scholarship fund for Michigan women up to an even thousand; one hundred dollars to the Rose Sedgwick Memorial fund; one hundred dollars to the Society for the Aid of Devastated France, for which Miss Esther Braley of the Branch has just spent a year in France; fifty dollars for the children who come to the University Hospital, and various minor sums. There was still a comfortable balance in the treasury and the Commencement alumni luncheon netted \$333 more. This fall there was over \$700 in the treasury, but at the December meeting \$100 was voted to the Anna Howard Shaw Memorial Fund, and \$100 to the children in the hospital. Notice was given that next month a contribution to the European Relief Fund and to the Ann Arbor Community Fund would be asked for.

The first three meetings of the year have been held in the three residence halls for women—October at Newberry Residence, November at Martha Cook Building, and December at the delightful new dormitory, Betsy Barbour Residence, given to the University by the former regent, Levi L. Barbour of Detroit, to whom Michigan women already owed so much.

Another Branch—the **Toledo Branch**—has reached its goal of a thousand

dollar loan scholarship fund. Mrs. Carena Lee Curtis, who was chairman of the committee that completed this undertaking, writes as follows:

“The goal is reached at last and now after two years of earnest endeavor Toledo Branch of A. C. A. has secured *one thousand* dollars for its newly established Loan Fund.

“Starting with the small nucleus of one hundred dollars—a memorial to the young teacher, Fay Schneider, who passed away while in service—it was conceived in the minds of a few that the loan plan held unlimited possibilities for service and that thus a worthy memorial might be established for one who died while serving others.

“Until this time the gift scholarship plan had been the custom for the Toledo Branch, but now under the inspiration of this ideal, the committee set earnestly to work in the fall of 1918, and getting the hearty support of teachers and students acted as sponsors for a motion picture film, shown at Scott High School, the proceeds of which netted us \$350.00.

“Aided by this sum, two girls were able to begin a college course, otherwise denied. They expressed themselves as heartily in sympathy with the plan and most cheerfully signed the notes without interest, obligating themselves for a return of the money, that others might in turn obtain a coveted college education.

“In the fall of 1919, the Committee boldly declared that they would be satisfied with nothing less than the completion of their Thousand Dollar Loan Fund—for that was the amount they had set themselves as a minimum to test rightly this new plan.

“After considering several plans for earning the money, they finally decided to focus their entire efforts on the pyramid tea plan. This included a series of teas beginning with a group of sixteen—the guests of the committee. Each guest was requested to donate twenty-five cents to the cause, and in turn to entertain a group of twelve, who in their turn were to continue the plan with eight guests; the circle automatically ending with the last group of four guests.

“If such a circle could have continued unbroken to the end, our am-

bition would have been realized, with funds to spare. We anticipated, however, that there would be unavoidable breaks in the chain, and were quite satisfied when, at the close of the year in December, 1920, we held a net gain of \$726.07.

"This amount, added to the \$350.00 of our first year's efforts, plus the initial \$100.00, made for us a grand total of \$1176.07.

"Our goal was reached! The Fay Schneider Loan Scholarship Fund of \$1000.00 was realized! In addition we were able to support the gift fund, voting \$150 to that worthy plan, and still have \$26.07 in our treasury—to start a new Loan Fund!

"This year the demand has been even greater for these loans—one girl requesting this plan though offered the gift scholarship. Three additional loans were made this year, in amounts varying with the needs—from \$50.00 to \$200.00.

"Perhaps it is too early to prophesy, but we should like to vision the future, when this fund will be sufficiently increased so that no girl will need to be denied a college training, if the loan of a few dollars will make it possible. And, again, once established the circle is continuous thruout the years—each girl by returning her loan, in turn supporting the next—a benevolent circle for perpetual good."

The **Niles Branch**, which had the distinction at the Council meeting last April of being one hundred per cent efficient in the matter of membership, having in its membership every eligible person in the town, has now reached out to the neighboring towns. It reports a number of members from Buchanan and Dowagiac. The Branch has this year continued its very successful plan of holding luncheon meetings. Nothing daunted by the fact that they could not find anyone this year to serve the luncheons, they proceeded to appoint committees of five, consisting of two housewives and three assistants each, who prepare and serve the luncheon, each guest paying her share of the expense.

At the October meeting the luncheon was followed by a talk on what the A. C. A. stood for, what it had done, and some of its aims for the future. At this meeting a public school committee was appointed and the programs for

the year will center around the work of this committee. The Branch has brought a lecturer from the Chicago Art School to talk to the girls and their parents on the subject of dress.

At the December meeting a very interesting report was presented on the result of a questionnaire recently sent out to 100 high school girls in an effort to ascertain the extent among them of the ambition to go to college and of the need for financial assistance.

In answer to the question: "Would you like to attend college?" 90 replied in the affirmative, six in the negative, and four made no response. The University of Michigan received the most votes as preferred institution, although the South Bend Business College followed as a close second.

Thirty-seven of the girls questioned expected to be partially self-supporting, and six stated their intention of being entirely so. When questioned as to the manner in which they expected to earn this college money, such varied answers as teaching, stenography, typewriting, office work, music, painting and telephone operating were received. Miss Kneeshaw, who conducted this investigation, explained that there was evidently a great deal of confusion in the minds of high school girls regarding the positions possible while attending college. She added that the small number of positions open to college girls, and the number of girls whom the report had proved in need of some outside aid, made it necessary to found some form of college loan fund.

In reply to the question: "Do you think it worth while to attend college?" 85 answered "yes," two "no."

Such answers as "It makes you independent and a better citizen," "College students are preferred in the business world," "It creates a broader outlook," etc., were received in answer to the question: "Why do you consider a college education valuable?"

Attempts were also made to ascertain the favorite amusements, books and movie productions of the 100 girls examined, but the answers were too many and various to be quoted. Miss Lamphere explained, however, that it was a very hopeful sign that the replies suggested that the girls preferred wholesome amusements and looks.

The Branch began the creation of a scholarship fund last year which will be added to this year.

The St. Louis Branch.—For many years the College Club of St. Louis and the A. C. A. Branch existed side by side as independent, though often co-operating organizations. This year they have effected a consolidation that has made the resulting organization far more significant and influential than either was before. It is still called the College Club of St. Louis, but it is the A. C. A. Branch. All members of the organization who are eligible to the Association are A. C. A. members. Mrs. Roscoe Anderson, the recording secretary of the the National Association, has been elected president of the new organization, which has set out for a membership of a thousand. Judging from the results so far attained this goal bids fair to be attained before very long. Boston and San Francisco have been the two largest branches in the Association. St. Louis seems very likely to pass them in the race this year.

Writing of the consolidation, the Branch correspondent says:

"For many years the College Club of St. Louis was just a pleasant refuge where college women became acquainted over a cup of tea. They exchanged harmless views on modern novels, they sewed or knitted, as fashion dictated, they indulged in an amateur play. The one event of the year was the organized benefit for their scholarship fund. Otherwise the club was calm and peaceful—even old-maidish. Suddenly suffrage became inevitable. The most conservative had to admit that women had the right of ballot, theoretically, if not wisely. Then came the war and women organized as neutrals abroad, serving the sick and as neutrals at home sewing for the boys, feeding the hungry and trying to be patriotic when their hearts were breaking because they knew that patriotism was an illusion and war a fraud. Then came suffrage all the way to Missouri.

"The College Club as a unit proved for the first time their efficiency in an emergency. They felt the call for organized service and determined to remain a force in the city. The A. C. A. and the College Club decided to join and work as one organization, and keep the horizon big and broad. A State A. C. A. is forming in Missouri as a state committee, especially interested in educational legislation. Mrs. T. W. VanSchoiack is the College Club

delegate to this committee. This organization will co-operate with other state organizations in fostering all legislation of importance as vital as educational matters.

"Such women as Mrs. George Gellhorn, President of the Missouri League of Women Voters, Mrs. Philip N. Moore, President of the National Council of Women and Vice President of the International Council; Fannie Hurst popular short storyteller of America and Sara Teasdale, sweetest lyrist of St. Louis—all members of the organization—will set a pace so inspiring that we cannot but follow in organized and progressive rank and file."

I reply to a question as to how the St. Louis College Club raised so much money for scholarships comes the following reply from Mrs. Seelig, the correspondent:

"For many years the 'Scholarship Benefit, has been the vaso-motor system of the College Club of St. Louis. And a very vital center it is. Each year the Club gives a benefit for the scholarship fund, which is devoted to girls and women seeking an education—beyond their means but not their merits. This year \$2,400 was made with one gesture! How? By organization! **First**, live committees are appointed. **Second**, a press committee with a nose for news and a genius for publicity keeps the Benefit before the public every minute. **Third**, everybody works!

"The College Club buys out completely for one night a leading theatre of the city and then proceeds to sell all the tickets, asking a dollar more per ticket than the original cost. There is a ladies' agreement to sell every seat and everybody is a lady. There is standing room only that night. In short, everybody is standing on her tiptoes to make Benefit Night a great event in the City of St. Louis.

"The programs always prove a source of profit. The advertisements are secured from schools, colleges and educational institutions generally, all the jokes are classical and the anecdotes pedagogical. The entire evening is an annual social reunion, where everyone becomes young again and gives her college yell and waves her colors. After the performance all go over to a social supper at one of the big hotels, to which the actors are welcomed and at which are surprises and

stunts full of local color. Of course dancing and joy are unconfined.

"In spite of all these accessories, the play is still the thing, for the College Club selects with meticulous care the most suitable play of the season. Not so long ago it was easy to choose a good play and a better actor, but today a good play is a miracle and a better actor an accident. We are not lamenting the decadence of the stage, but lauding the College Club for her munificent and beneficent organization."

The **New York City Branch** has undertaken special work in Americanization under the direction of the State Bureau of Immigrant Education. Some of our members are teaching English history, and citizenship to adult immigrants and some are donating funds to buy materials for the work.

The **Wyoming Branch**—In 1919 the Wyoming State Legislature by resolution designated December 10 as Wyoming day in commemoration of the fact that on that date in the year 1869 the governor of what was then the Territory of Wyoming affixed his signature to an act granting the right of suffrage to the women of Wyoming.

In response to this resolution the Sheridan Branch devoted its December meeting to a Wyoming Day program of unique interest. Some of the most interested—and interesting—members of the Branch, who are rarely able to attend meetings, because they live in the outlying ranch and mining camp districts, came to assist with this program.

There was the Iowa Wesleyan graduate, who, in 1869, came with her young husband to this new country, at that time often the hotly contested battlefield of the Sioux and the Crow Indians. There was the daughter of the first Protestant missionary in the territory, who had been preceded only by Father De Smet. In a dialogue of fascinating interest they re-lived for the members of the Branch, more recent comers the history of half a century before, when a single school district embraced not only all of the present-day Sheridan and Johnson counties, but all the territory west to and including what is now Yellowstone Park. School districts have shrunk since those days, so that the little corner

of old District No. 1, now known as Sheridan county itself contains forty-five school districts, many of them still too large to be of practical, workable value as school units. Even in those difficult early days there were those who had the vision and the courage for the founding of a college; but this beginning, promising though it was at first, was compelled at last to succumb to the difficulties incident to a strenuous life of pioneering in a remote mountain community.

And then there was the daughter of that Iowa Wesleyan girl of '69 who in 1908 selected as the subject for her master's thesis in the University of Wyoming "The Boseman Trail" and who, to collect data and verify facts in the unrecorded history of the trail made a series of horseback trips covering the entire trail, interviewing pioneers, examining isolated fragments of local records and tracing every rod of the old trail, now in many places abandoned, and who told in an informal, personal way the story of her quest for information.

It was a fitting celebration of Wyoming Day.

The **Eugene branch** of A. C. A. is now the largest women's organization in Eugene. The membership committee has this year announced the names of fifty-six new members, bringing the total membership to over one hundred, with thirty-eight colleges and universities represented.

The programs thus far have been concerned with educational problems and have been a decided success. As a practical demonstration of their interest in education, the members have voted to set aside the sum of \$50 from the treasury to be used as a revolving loan fund for girls in the University of Oregon who need small amounts for short periods of time. It was found upon investigation that a number of girls in the University are living with a very small margin of income, especially girls who are earning their way through, and it was to tide these girls over the temporary lapses in their incomes that the loan fund was provided.

The branch has also contributed \$80 toward the Armenian Relief Fund.

Meetings are held regularly on the fourth Saturday of each month from October through May, at 3 o'clock. The Branch extends a cordial invitation to

members of A. C. A. who may be visiting in the city on these afternoons to attend.

Seattle Branch—The most successful work this year as last was our lecture course. We engaged a history teacher from the university for a series of five lectures on present historical and political problems and another lecturer, the head of the department of sociology, for a series of five lectures on social service. We had a large regular attendance, paid our lecturers \$25 a night, and put almost two hundred dollars in our treasury after all expenses were paid. We feel that we filled a distant need in the community.

Just now our Americanization department is doing splendid work in the Bernhard Mission on the waterfront. Here there is a group of foreigners of all ages, financially independent. We have four volunteers who teach regularly, two each, twice a week, all winter. We have also been able to get extra leaders to conduct musical work one evening a week and are now trying to get some Boy Scout leaders.

We did some very active campaigning to help the financial campaign for the Seattle Symphony Orchestra and three fourths of our members joined the Seattle Symphony Orchestra Association.

As our legislature is in session just now our legislative committee on educational legislation put on an ambitious program last Saturday night in the Y. W. C. A. auditorium. The new school code bill for the State of Washington is now being fought out in the legislature, and will be voted on soon. We held an open forum in which we had the State Superintendent, the County Superintendent and two other speakers give arguments for and against with discussions from the audience. It was well worth while and a program which the Seattle Branch should be very proud.

Our next meeting will be in the nature of a progressive luncheon so we may meet new members at every course. The Smith and Wellesley graduates are to be hostesses.

Superior (Wis.) Branch—Last year the League of Women Voters in Wisconsin decided that they wanted a chapter in Superior. They looked around for an organization to start the work and chose

the A. C. A. The Branch began a movement for the education of women voters. It opened a booth down town containing election material and demonstrated for several days. Through the efforts of the Branch a strong organization of the League of Women Voters was established. A number of the officers of the League are members of the Branch. Mrs. Merwin Whipple, president of the Branch is the Director of the Eleventh Congressional District of the League. Miss Agnes Kirk, secretary of the Branch, is the local chairman of the League and Miss Ethel Ballou, chairman of the educational committee of the Branch, is vice chairman of the League.

In November the Branch gave a reception for Mrs. Lenroot, wife of Senator Lenroot, before she left for Washington. She is a member of the Branch and our only representative in Washington. She was recently elected president of the Congressional Club in Washington.

In January the Branch gave its annual banquet for all college graduates, men and women. It was exceptionally well attended and has done more than any other one thing to bring about a union of all college people in our city.

Pittsburgh Branch. The City of Pittsburgh has as its slogan "Pittsburgh Promotes Progress." The Pittsburgh Branch Association of Collegiate Alumnae can also claim that slogan, since in cooperation with the national organization it has endeavored to follow the lines of broadening educational interests and visions. The Branch was represented at the last Council meeting by Dean Mary B. Breed and at the International Conference in London by Mrs. R. H. Brownlee.

Eight or nine meetings are held each year. The program for last year was national and international in scope, one of the very interesting meetings being that in honor of Countess d'Ursel, honorary lady-in-waiting to the Queen of Belgium. Countess d'Ursel made the principal address. Since then through a special gift from a member the branch has contributed to the Countess d'Ursel Fund for Belgian Orphans. The branch had previously adopted a French Orphan and continues the contribution for her support.

From the point of view of interesting subjects "Suggestions for Summer Reading" have proved so helpful that

the June meeting usually is devoted to that subject.

No better work is done by the local association than that of interesting the high school students in college. Each January a reception for seniors of the secondary schools of Pittsburgh and vicinity is held, and each May a similar reception for Sophomores. The Margaret Morrison Division of the Carnegie Institute of Technology and the Pennsylvania College for Women have alternately opened their buildings to the Association for these receptions and this year the University of Pittsburgh will unite in the co-operative plan for entertainment. Glee Club numbers, folk dancing and plays by the college students add variety to the program which features addresses by two or three members of the Association upon the various phases of college life. The attendance is most frequent-

ly beyond the three hundred mark. These functions arouse the equal interest of press and public.

An innovation this year, and because of its success undoubtedly a precedent for future years, was the reception for foreign students in Pittsburgh educational institutions. One hundred and ninety invitations to students, representing thirty-two different nationalities, were issued, and about one hundred students, representing twenty-five different nationalities accepted. The interchange of ideas and comradeship was most delightful. The Pittsburgh Branch feels that its greatest work lies in its inspirational plans for students, and that no greater work can be accomplished nor a better Americanization program carried out than that of the Association of Collegiate Alumnae in its investment in lives.

COLLEGE NOTES

Mount Holyoke has a very live International Relations Club which is made up of a small group of students and faculty of the History Department. They discuss in round table fashion important inter-national questions and have brought to the college this year Baron Korff, Assistant Governor General of Finland under Kerensky, and Bishop Nicholai of Serbia, who have given most interesting and instructive lectures.

Courses in Modern Governments are timely and valuable courses that attract quite a large group of students. The first semester takes up American government and the second semester European governments.

Of quite a different nature is the movement to organize an outing club among our students and faculty which shall have for its purpose the development of out of door life both in summer and winter in this delightful valley where the opportunities are so wonderful.

Northwestern University has just launched a School of Journalism, named for Joseph Medill, founder of the Chicago Tribune. The school opened this second semester with many names

on the waiting list, since we are not yet equipped to accept an unlimited number. The women comprise something more than a third of the enrollment.

Last year northwestern inaugurated a Nurses' Course—a five year course combined with the Evanston Hospital giving the B. S. degree and the registered nurses certificate.

Dean Maria Leonard of **Coe College** has just finished a magazine article on "The College Diploma Plus", urging the requirements of Eugenics and Genetics in classes segregated or otherwise, as the Faculty sees fit—a course in os-give dnglil THMT ARFATHMTAR Parenthood if one wishes to term it thus. By individual, personal work the college women in our Eugenics class have increased 50% over last year. In time I will prove it necessary to our own faculty for requirement for a B. A. degree.

The representation of women on the **Beloit College** faculty has always been very small. This year, however, marks a distinct advance in the appointment of Miss Margaret Wooster, Ph. D., University of Chicago, to an associate professorship in the department of psy-

chology. But two other women hold professorships — Miss Florence Porter Robinson, an associate professorship in the department of household arts and sciences, and Mrs. Anna Lytle Tannahill, a professorship in the department of English. There are but five women instructors on the faculty, two in the department of romance languages, one in English, one in music, and one in library science. Beloit did not open its doors to women until 1895, its 49th year.

The **University of Michigan** has an Alumnae Council, as a part of the more general Alumni Association. This Alumnae Council functions as the clearing house for the activities of the alumnae and serves to unite the alumnae and the undergraduate women. At present the most forward looking project in which all the alumnae and undergraduate women are interested is a campaign for a million dollar Women's Building, which is planned to centralize the social life of the women in the University and to provide a home for alumnae and friends of the University who are returning to Ann Arbor for various reasons and on different occasions throughout the year. Mrs. E. D. Pomeroy, 938 Glengyle Place, Chicago, is the Chairman of the Alumnae Council.

GOVERNMENT LOANS TO UNIVERSITY STUDENTS

**Provided in Bill Proposed by Victorian
Government—Repayment Begins
One Year After Graduation.**

Loans for needy students at Melbourne University are provided by a bill proposed by the government of Victoria, Australia. By this bill an initial fund of £20,000 is to be created, to be supplemented by annual endowments, from which students are to receive loans sufficient to carry them through their course at the university.

The fund will be held in the State treasury and the treasurer will pay 4 per cent on it. It is assumed that an assisted student shall have completed his course at the end of five years. He will then be given one more year to settle down in his profession, the 4 per cent having meanwhile been capitalized. Commencing with the seventh year, he must repay the loan by installments, plus an interest charge at the rate of 4½ per cent. He will repay over a period of 10 years in 20 half-yearly installments. The structure of the scheme is based on the *Crédit Foncier* system, and, anticipating the passage of the bill, 40 students have already been advanced a total sum of £1,314. Administration is in the hands of a committee comprising the vice chancellor of the university, the speaker of the legislative assembly, and the chairman of the professional board.—*School Life*.

ASSOCIATION OF COLLEGIATE ALUMNAE COLLEGES AND UNIVERSITIES WHOSE ALUMNAE ARE ELIGIBLE TO MEMBERSHIP

Allegheny College, Meadville, Pa.	Pennsylvania State College, State College, Pa.
Bates College, Lewiston, Me.	Pomona College, Claremont, Cal.
Beloit College, Beloit, Wis.	Purdue University, LaFayette, Ind.
Boston University, Boston, Mass.	Radcliffe College, Cambridge, Mass.
Brown University (Woman's College), Providence, R. I.	Randolph-Macon Woman's College, Lynchburg, Va.
Bryn Mawr College, Bryn Mawr, Pa.	Reed College, Portland, Ore.
Carleton College, Northfield, Minn.	Ripon College, Ripon, Wis.
Coe College, Cedar Rapids, Iowa.	Rockford College, Rockford, Ill.
College of St. Catherine, St. Paul, Minn.	Smith College, Northampton, Mass.
College of St. Elizabeth, Convent Station, N. J.	Swarthmore College, Swarthmore, Pa.
College of St. Teresa, Winona, Minn.	Syracuse University, Syracuse, N. Y.
Colorado College, Colorado Springs, Col.	Trinity College, Washington, D. C.
Columbia University (Barnard, Teachers College), New York City	University of California, Berkeley, Cal.
Connecticut Wesleyan University, Middletown, Conn.	University of Chicago, Chicago, Ill.
Cornell College, Mt. Vernon, Ia.	University of Cincinnati, Cincinnati, O.
Cornell University, Ithaca, N. Y.	University of Colorado, Boulder, Colo.
De Pauw University, Greencastle, Ind.	University of Illinois, Urbana, Ill.
Drake University, Des Moines, Ia.	University of Iowa, Iowa City, Ia.
Earlham College, Richmond, Ind.	University of Kentucky, Lexington, Ky.
Elmira College, Elmira, N. Y.	University of Kansas, Lawrence, Kan.
Franklin College, Franklin, Ind.	University of Michigan, Ann Arbor, Mich.
Goucher College, Baltimore, Md.	University of Minnesota, Minneapolis, Minn.
Grinnell College, Grinnell, Ia.	University of Missouri, Columbia, Mo.
Indiana University, Bloomington, Ind.	University of Montana, Missoula, Mont.
Iowa State College, Ames, Ia.	University of Nebraska, Lincoln, Neb.
Jackson College, Tufts College, Mass.	University of North Dakota, University, North Dak.
Knox College, Galesburg, Ill.	University of Oklahoma, Norman, Okla.
Lake Erie College, Painesville, O.	University of Oregon, Eugene, Ore.
Lake Forest College, Lake Forest, Ill.	University of Rochester, Rochester, N. Y.
Lawrence College, Appleton, Wis.	University of Texas, Austin, Tex.
Leland Stanford, Jr. University, Stanford University, Cal.	University of Toronto, Toronto, Can.
Massachusetts Institute of Technology, Cambridge, Mass.	University of Vermont
McGill University, Montreal, Canada	University of Washington, Seattle, Wash.
Miami University, Oxford, O.	University of Wisconsin, Madison, Wis.
Mills College, Mills College, P. O. Cal.	Vassar College, Poughkeepsie, N. Y.
Milwaukee-Downer College, Milwaukee, Wis.	Washington State College, Pullman, Wash.
Mount Holyoke College, South Hadley, Mass.	Washington University, St. Louis, Mo.
Morningside College, Sioux City, Ia.	Wellesley College, Wellesley, Mass.
Municipal University of Akron, Akron, Ohio	Wells College, Aurora, N. Y.
Northwestern University, Evanston, Ill.	Western Reserve University (Women's College), Cleveland, O.
Oberlin College, Oberlin, O.	Whitman College, Walla Walla, Wash.
Ohio State University, Columbus, O.	William Smith College (Hobart), Geneva, N. Y.
Ohio Wesleyan University, Delaware, Ohio	Wooster College, Wooster, O.

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The
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of
COLLEGIATE ALUMNAE

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FEBRUARY
AND
MARCH
1921

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Executive Secretary of the Association
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Vol. XIV

FEBRUARY AND MARCH

Nos. 5 and 6

EDITORIAL

It has seemed best in order to bring our publication as soon as possible up to date to include in this issue a part of the material intended for the February issue,

An Ex- but to begin also the
planation publication of the
convention material,
numbering the issue
five and six and covering February and March.

As our members know, we have been having a great deal of trouble in getting our mailing list corrected and we are installing a new mailing system with this issue. This may delay the issue somewhat but we hope it will give us what we have not had in a long time, an approximately correct mailing.

We would request branch presidents after receipt of this issue to make inquiry of their branches and to report if any of their members are still failing to receive their Journals. We are hopeful

that with the installation of the new mailing system the Journal will reach every member with certainty and regularity.

The story of the origin of the funds and work of the Commission for Relief in Belgium Education Foundation. tion and the Fondation Universitaire, the parallel organization in Belgium, makes

**The Commission
For Relief
in Belgium
Educational
Foundation.**

interesting reading. This foundation was established as a permanent memorial to the help Americans gave Belgium through four years of war. The two parallel foundations provide for forty-eight exchange fellowships, twenty-four from each country, for loans repayable in ten years to undergraduates in Belgium, and some money for the expan-

sion of facilities in Belgian universities.

The new fellows are now being chosen for the academic year 1921-22 to replace the Americans now in Belgium and the Belgians who are here. Twenty-three Belgian fellows have been enrolled in eleven American universities and twenty-two American fellows in four Belgian universities during the current academic year. These exchange fellowships were established in the spring of 1920 their object being the exchange of intellectual ideas and the promotion of closer relations between Belgium and America.

The permanent endowment fund represents some residue from the sales of foodstuffs both outside and inside Belgium, largely accrued during the period of the Armistice under the Commission for Relief in Belgium, and of the Comité National, which was the associate organization of the American commission.

Under the arrangements of the Comité National the Belgians who had money had always charged themselves a small profit, which was expended in support of the totally destitute. With the armistice, the amazing industry, vitality and ingenuity of the Belgian population showed itself in immediate and astonishingly rapid reduction of the totally destitute, so that not only was there an accumulation of profit formerly expended for the destitute, but a new profit from the former destitute, whose pride prompted them to begin paying as fast as they secured employment or were able to come again into possession of property over which they had lost control during the occupa-

tion. There was further profit made in liquidation of surplus foodstuffs and equipment.

It should be remembered, however, that these profits or margins of safety were inherently due to the voluntary character of the commission, whose service, added to charitable discounts by shipping railroad, insurance, and commercial firms, resulted in vast saving such as would occur if a great manufacturing concern suddenly found itself almost free from labor charges. The total administrative expenditure was held down to less than one half of one per cent of the entire operation. Further economies were made possible by the diversion of cargoes and sales of foodstuffs outside of Belgium to meet emergency readjustment necessitated by the changing tides of war. Upon these transactions entirely outside of Belgium a balance was earned several times greater than all overhead expenditures. So great was economy of operation in the organization that the average prices maintained for food supplies in this occupied territory during the entire period of war were from 15 to 20 per cent less than the prices in the Allied countries at the same periods.

There was never any question that these profits or margins were the property of the people of Belgium. The only question to be determined was how they were to be returned to the public. The Belgian Government expressed the desire that they be applied in some manner beneficial to the public and to commemorate the relief organizations of the war. A meeting was arranged by the Belgian authorities at Brussels at

which the Prime Minister, speaking on behalf of the Ministers, requested Mr. Hoover to determine the method by which this should be done. After study and reflection Mr. Hoover proposed that money be used for education in Belgium. Representatives of the Belgian universities were accordingly called into conference. Ninety-five million francs were made available to enable the Belgian universities and technical schools to resume activities immediately. Further amounts as they became available after final liquidation were allocated to the permanent fellowship foundations from which the income only would be expended. This was designed to build a permanent bridge of fine and high relationship between the two countries. This balance amounts to about 100,000,000 francs, whose eventual value cannot be determined in the present condition of exchange.

Each fellowship for an American student in Belgium carries a stipend of 12,000 francs plus tuition fees and first class traveling expenses from the residence or university of the holder in the United States to and from the university in Belgium. Fellowships are open to men and women, on equal terms, and are tenable for one year. American fellows may choose the university they wish to attend after their arrival in Belgium, but they must report in Brussels by October 1, 1921, and must reside in Belgium at least eight months.

In a recent communication from Perrin C. Galpin, Secretary of the Fellowship Committee of the Commission for Relief in Belgium Educational Foundation,

the qualifications for candidacy to the exchange fellowships were enumerated.

Mr. Galpin wrote: "In accordance with the recommendations of a number of university presidents who have been consulted, the Fellowship Committee has determined that candidates nominated by universities should be chosen from the following groups:

"1. Members of the faculty of the institution below the grade of associate professor or full professor. The University is free to nominate men or women who may be on leave.

"2. Research students. This group includes persons now or formerly enrolled in a university, who hold a technical degree in their special field, i. e., C.E., M. D., or Ph.D., or who have had equivalent training.

"3. Graduate students who wish to study in furtherance of some particular work and intend to take up teaching or research as a profession.

"All candidates must be American citizens and must have a speaking and reading knowledge of French."

American universities which are eligible to send exchange fellows, during the academic year 1921-22, are: Yale, Harvard, Princeton, California, Stanford, Johns Hopkins, Massachusetts Institute of Technology, Columbia, Cornell, Chicago, Pennsylvania, Vassar, and Smith. It is possible, said Mr. Galpin, that there may be a rotation, next year, whereby some other American universities will be chosen. This year there will be twenty-four exchange fellows sent from each country, four of these being renewals.

Herbert Hoover is President and chairman of the Board of the Commission for Relief in Belgium Educational Foundation and Honorary President of the Foundation Universitaire. Further information regarding fellowships may be obtained by addressing Perrin C. Galpin, Secretary of the Fellowship Committee, Commission for Relief in Belgium Educational Foundation, Inc., Room 1700, 42 Broadway, New York City.

Our members are doubtless all interested in knowing the present status of our work on the Marie Curie Fund. The Association is to be congratulated on the way in which it responded to this call. The Branches did well but the general members did better. The letters that came in response to the invitation to contribute were so cordial and the eagerness to do something, even though that something was of necessity small, was so apparent that the whole undertaking has been a delight. The best of the letters have been preserved and will be given to Madame Curie along with the names of the contributing individuals and groups. It is said that she is having a book prepared in which, on one side, will be entered the names, so far as they are obtainable, of those who shared in the gift, and on the other the record of the experiments that are made with the radium which the gift provides.

It will be recalled that when the first call went out to our members for contributions it was expected that the work would be finished and the announcement of the total

gift made at the convention. It soon became apparent that our machinery had to move too slowly to make that possible. Especially was this true in the case of our affiliated members, the great alumnae associations. It takes time for them to get their machinery under way. It was decided, therefore, instead of trying to close up the matter with the convention, that we should use that, in a way, as the real starting point and allow the collections to go on until the first of May. That was quite possible, because it had become apparent that the amount needed would be contributed, so that the committee having the matter in charge dared to go ahead and place the order for the radium. It takes time to procure a gram of radium, and the order has to be placed a month or two ahead of the time when it is needed.

Accordingly, the collection of the Radium Fund was made one of the features of the international luncheon, which was held on Wednesday of convention week. With the amounts contributed and pledged by our branches and our general members up to that time and the amounts announced at the luncheon by representatives of the branches present there, we had in sight at that time about \$2500. A collection was taken on the spot, amounting to several hundred dollars. Representatives of alumnae associations present volunteered to circularize their associations and that work is now going forward.

Two of our branches deserve special mention for the splendid work that they have done. One

is the Honolulu Branch, which cabled a hundred dollars to reach us in Washington and later sent a wireless message to the office, saying that they were mailing a hundred and fifty more. The other is the new and rather small branch in Rochester, Minnesota. They understand there, under the shadow of the Mayo Clinic, the significance of Madame Curie's gift to the world and they have sent in to date a total of \$212.30.

The Marie Curie Radium Fund Committee with headquarters in New York has officially designated the Association to have charge of the welcome of Madame Curie on her arrival in New York and the Convention voted to ask the New York Branch to represent the National Association and to act as its agent at that point. Other local branches at points which Madame Curie will visit are likewise appointed as the official representatives of the National Association for this purpose. As a consequence preparations are now going forward under the direction of our local branches for huge public meetings at several of the points that are to be included in Madame Curie's itinerary. The publicity inevitable in this connection gives opportunity to arouse wide public interest in the undertaking and to secure contributions from a wider public than would be otherwise possible. We shall not know until later what the amounts collected at these points will be.

It is arranged that the gift of the radium shall be made at the White House. As indicated above contributions can be received up to May first. Will all the branches that have not yet

reported please do so soon in order that we may know just what we may count upon. All the money sent in will be sent through our national treasury so that our records will show what we have done. So far as possible also a report will be made of the amounts collected by the affiliated associations acting under our inspiration, even though their contributions are sent directly to the Equitable Trust Company without passing through our hands.

Contributions have already been received from the following twenty-four branches: Atlantic City, Birmingham (Mich.) Central Pennsylvania, Elgin (Ills.), Elmira, Fairmont (Minn.), Fresno, Greenwich, Honolulu, Huntington, Ithaca, Kansas City, Lansing, Lawrence, Madison, Mount Vernon, Murfreesboro, Niles, Northfield, Ripon, Rochester, (Minn.), Southern Colorado, Spokane. Pledges have been received from a considerable number of other branches. A clipping containing a highly interesting bit of local publicity has been received from the Rochester, N. Y., Branch. They are hard at work and promise to make a fine showing.

Librarianship is taught in at least 15 regular library schools, and elementary courses in library economy are given by many of the colleges and normal schools of the United States.

Under the auspices of the minister of public instruction of the Chilean Government the first dormitory for girls was recently opened in the capital of the Republic

REPORT OF THE PRESIDENT

Four years ago this Association met in this city under most extraordinary conditions. A state of war had just been declared, and the nation from ocean to ocean was grimly meeting for the first time the prospect of carrying its convictions and its ideals into the countries of Western Europe. With no desire for conquest, with no ulterior motive, with an idealism which this country did not itself thoroughly understand, the cause of free government, and indeed of civilization, became ours. What years of struggle, what gifts of life and money, what ultimate outcome we might face, we did not know; but your president will never forget the thrill that went through the convention when the motion was offered to place all the resources of this Association at the disposal of the President of the United States and through him, of our government.

The corollary to this offer was the creation of our International Relations Committee and the plan for speakers' bureaus to carry forward more especially the work of education and Americanization in connection with various kinds of war work. Of the work of the International Relations Committee we shall speak later. It will suffice here to say that through its efforts this Association has come into the great world Federation of University Women, there to take,

it is to be hoped, their share of leadership and guidance for many years to come. The speakers' bureaus were carried out with more or less success according to the needs of the particular locality and the effectiveness of individual speakers; but the work of individual members can never be measured. The work of branches and of members of branches not only in connection with their own machinery but in cooperation with Councils of Defense, with boards and committees of all sorts and kinds, is a thing of which the Association may well be proud.

Today we come together under conditions greatly changed. We face a new world, uncharted, as yet unmapped. In our own country the great struggle for economic freedom is but begun and it seems to many of the more thoughtful of our citizens that free government itself is on trial. As a people, do we know what are our national aims, what are our national purposes? Some great leader ought surely to arise who will put them into words, as did Lincoln and Washington, words that will inspire and determine to action our people from one coast to the other for some great purpose that will lead to actual achievement on a high plane. Our country seems at this moment to be drifting rudderless. Her people are set only upon the acquisition of material wealth. Surely

the great idealism manifested during the war ought in time of peace to be utilized for real progress.

So it is with this Association. What are our aims? What are our purposes? What touch-stone may we apply that will solve in a real way the under-lying problem of education, without which no aim or purpose in any country can be carried to fruition? Let us set our minds upon high things and not in this convention allow trivialities, personalities, details, to turn us aside from the real purposes for which we have come together.

Never was education of the right sort more needed, never were teachers of the right sort more imperatively in demand, never was leadership of the highest type so absolutely essential. With the increasing tendency to the socialization of wealth, the need for state education of the highest type becomes more and more the evident solution. The situation with regard to women's education the world over is one that calls for our deepest thought, our wisest judgment, and our concerted and energetic action. If state education is the rule, then co-education must be the program. In no other way can women get as good education as the best that will be given to men.

This means a fundamental change on the part of many nations with regard to women in their social relations. It is to this imperative need for educating women in the best possible way for citizenship in its largest aspect that the International Federation of University Women must, under the leadership of the English speaking people, lend its

influence and its power. No longer can the concerns of this Association be local, no longer can they be less than national, and for the future they must be not only national but wisely international. In order to achieve these purposes and do this work, certain readjustments must be made and certain simplification of our machinery must result. The responsibility must be driven home to smaller areas by the creation of state divisions and sectional divisions which shall have more work to do and more opportunity to do it. It is for this reason that the plan for amending the constitution has been placed in your hands.

Whether we consider our work national or international the first problem that comes up is that of membership. Our organization more and more becomes the type and the model for other associations. There are difficulties in the present system, but there are also great advantages. The only way in which an association can be made thoroughly responsible and responsive is by individual membership; but individual membership, if standardization is to be achieved, must be by reason of the recognition of the institutions whose degree-holders become the individual members. Only colleges and universities that are really colleges and universities can do, either for this country or for other countries, what has to be done.

It is clear to those who know professions that those professional people go farthest whose work is underlaid by at least two years of broad, cultural training before the narrowed specialization leading to the professional degree takes place. To that

standard this Association would do well to adhere not only for its own sake but for the sake of the professional schools themselves. The professions of law and medicine are already standardizing their own institutions and are standardizing them along the lines indicated above. It is for us to help them in whatever way possible. The feeling of heads of these associations of professional persons is that where standards are achieved their inclusion should take place frankly and heartily, but that exclusion works far better for those below the standard than inclusion in the hope of better standards after inclusion has taken place.

It was with these ideas in mind that your president and a committee from this Association met a committee from the Southern Association of College Women and formulated the plan which is presented to you for your consideration. When this plan had been worked out it seemed feasible to extend it to other sections and that is the plan in the mimeographed material to be put into your hands. It is proposed that the national membership shall continue as at present. Each section may have a local membership, made up of graduates of those colleges not as yet accepted by the National Association. This group ought constantly to grow smaller. Associate membership within the section can be made up of any women who have had two years of actual college work and who wish to work for the cause of education. The dues from local and associate members will go to finance the local work of the section, the national dues to finance the na-

tional organization. Each section will be in close touch with the institutions in that section and it is expected that the sectional committees on recognition will work for the standardization of institutions in their region, recommending such institutions where they are not members when, in the judgment of the committee, they are ready for membership, to the national Committee on Recognition which will have the final affirmative or negative recommendation.

It is hoped that the local committee will also assist the new Committee on Standards which this Association is asked to form. This Committee on Standards will have charge of the task of vising the institutions already in our membership to see how far they conform to the highest standards of this Association, and where they do not conform to bring the facts before the national body. State divisions may very well be formed within the sectional divisions. California presents a working plan of an excellent type. College clubs can also be cared for by this plan, and in this way all the ablest college women in the country can be marshaled into an army for the great work which for forty years the Association has done and must for the future years continue to do. One of the reasons why this seems a good plan is because it will inevitably increase the national membership. As the treasurer will point out, we could carry three times our present membership for practically our same overhead. It is poor business not to take advantage of this opportunity to enlarge our numbers at the same time that we en-

large our scope and simplify our machinery. The National Association need meet but once in two years, alternating with the sectional biennials, in which local matters and recommendations to the National Association would be the program.

It is evident that there should be for carrying out this program an educational secretary for the Association. There has been much work done, unselfishly and helpfully, by our committees on educational legislation, but the work now needs a director, a woman of the very highest type, probably the possessor of a doctor's degree, certainly a woman of wide experience as a teacher and an administrator. She should know both the east and the west, the north and the south, and be acceptable to them all. She should be a person with vision and with personality. Whether she should live in New York or in Washington is a question for you to decide. In many ways New York is more of an educational center today than is Washington. Ideally the center should be at the capital of this republic but it may seem wise, in order to cut down traveling expenses and to make possible cooperation with such bodies as the Carnegie Foundation, the Rockefeller Foundation and the National Council for Research, that our educational headquarters should be in New York.

There has long been too much work for our executive secretary to undertake and the qualifications of an executive secretary are not necessarily those for an educational secretary, or vice versa. We certainly, as an Asso-

ciation, have enough work for two secretaries. Their work need not overlap and the Association ought to be able financially to carry both. You will find in the budget provision for the salary and office staff of this educational secretary.

There may well be considered here the question of a change of name of this Association. The American Federation of University Women has been suggested as being parallel to that of the Canadian, British, French, and other like organizations. On the other hand, the learned societies in this country, almost without exception, use the word "association." We are, after all, a group of individual members and it may seem wiser to take the title American Association of University Women. The alternatives will be placed before you for action.

It is impossible within the scope of this report to cover all the work of the past four years. There is none perhaps that is more important than the work accomplished by the Committee on International Relations, of which Dean Gildersleave has been the able and tireless chairman and of which President M. Carey Thomas is for the next few months the acting chairman. Internationalization and international association has been in the air during these years. The International Council of Women has been in existence longer, but the war has brought into being not only our own International Federation of University Women but the International Congress of Working Women and the International Association (among men) of Rotary clubs. You may perhaps be interested to know that the consti-

tution of our International Federation of University Women has been used by a committee in this country as a working constitution to present for the consideration of the International Rotary Clubs.

Our share in the formation of the International Federation of University Women was that of one of the two charter members. Our delegation in the summer of 1919 and in the summer of 1920 was of a distinguished and unusual quality. The leadership of the Association in the movement was due very largely to the character of the women who went to London and assisted in this foundation work. Your officers have been very clear that the dues to that Federation should be paid from our own treasury so that each one of you may feel that thirteen cents of her own two dollars has gone to help in the international work. Extra money must be raised by special pleas and extra effort. The treasurer of the International Federation, one of our own members, will bring that matter before you at a later time.

Special club houses as centers of the work of the International Federation form a conspicuous part of the program laid down. President Thomas is the chairman of that committee and has already begun her work for the establishment of such a club house in Paris and in Athens. The interchange of professorships and scholarships for students is a part of the program. The first publication will be an account of the situation with regard to higher education for women in each of the countries which are mem-

bers of the Federation. The biennial meetings of this International Federation will be of enormous importance to the women of the world and we must see to it that our delegation is always representative geographically, personally, and intellectually of the very best this country has to offer. It may well be in this connection that this Association ought to sponsor actually the needs of the seven oriental colleges for women in their building program, but that is, of course, a thing for you as a convention to decide.

One of the newer pieces of work which the Association has undertaken within the last four years has been the National Club House in Washington. This is in reality a very great success in many ways, a greater success than one could have hoped for under the circumstances. The difficulties have often seemed great, but they have certainly been no greater than in the case of any similar enterprise. When one hears the story of the early days of the college clubs in our largest cities, the expenditure of time and worry caused by our own undertaking at times would seem to be less rather than more in comparison. I repeat that the Club House is in most ways a success. The unusual circumstances of trying to operate a National Club with the necessity for immediate supervision by a local committee is what has complicated the situation. The tendency for such a Club to become more local than national is inevitable, but the policy must be national, laid down by the National Association, if the Club is to justify its existence.

Larger quarters than the present would make the management easier as well as the finances. The problem must be faced by this body. Shall we take another property? Shall we buy it? Shall we continue in Washington? The difficulties of the summer in Washington are greater than those in some other cities. How shall we constitute our board of managers? How shall we constitute the house committee? There ought certainly to be some relation between the amount given by different colleges and their share in the management of the Club House. The women's colleges have borne the brunt of the expense. They should perhaps, have the right, therefore, to a greater share in its management. But no one wishes a narrow policy dominated by one person or group of persons to prevail in so large an enterprise. The vision which the possibilities of the Club House present is a large one. Its relations to our national and international work can never be lost sight of for a moment and in laying down any policy for the conduct of the Club personalities must be laid aside, personal ambitions swept out of the way, and a big piece of work for the Association put through.

One of the most important things which the Association has accomplished in the last four years has been the visit of the three delegates from the British Federation of University Women—Doctors Spurgeon, MacLean and Cullis,—to this country. They were here most of the winter of 1919 and 1920, brought here under the auspices of the Association of Collegiate Alumnae

through its Committee on International Relations and financed by the generous cooperation and support of the Commonwealth Fund of New York City. These three distinguished women covered almost all of the country during their trip, speaking in many cities and before many institutions. The arrangements were not always ideal either for the British representatives or for the branches of the Association, but on the whole the project brought better understanding to the Universities on both sides of the Atlantic as regarded their own educational program as well as the relation of that program to the other country. This Association had the unusual pleasure of having Dr. Cullis present at the council meeting in Cleveland a year ago and had hoped to have Dr. Spurgeon present at this convention. Her departure for Southern Europe for a vacation made the carrying out of this plan impossible, much to our regret.

It takes no ultra-feminist to see that the battle for equality of opportunity for women is not yet won. It may indeed be that the last stand will be the most stubborn of the long contest, and that without courageous and concerted action the battle may be for the moment lost. Certain it is that in administrative positions in women's colleges, and on faculties in the more important co-educational institutions, the recognition of women is but little if at all in advance of what it was before the war. There are many signs which make the thoughtful champion of opportunity for women scholars and administrators see a struggle of another generation's

length upon this question. Even where the opportunity is open, the conspicuous woman candidate is often absent. It is said by many thoughtful people, with much show of truth, that ten women have to be prepared to produce one who will devote her life to her profession. That is not the case with the men and their advantage in this regard is evident. As an Association, we must be on the alert to see that suitable candidates are presented and that able young women have opportunity and encouragement to prepare themselves for these positions. We must hold up the dignity and essential worth of the teaching profession, both by our fellowships and by our policy, local and national. All our machinery in all parts of the country must be made more mobile and more sensitive to the needs which require its action.

Many of the activities of the Association will be detailed in special reports of officers, chairmen of committees and representatives of branches. These your president cannot attempt to treat of, since her report is of necessity only an outline.

Your president cannot close this report without saying that whatever criticism of her administration there may be, she can at least say to you that there has never been in her mind anything else than the desire to carry out honestly and sincerely the best interests of this Association. She has visited branches from the Pacific to the Atlantic, from Duluth to St. Louis. She has given all the time and strength at her disposal to the solution of its problems. The task has been an arduous one and she would not minimize it to you or to her successor, but it has been at all times immensely worth while, and the best part of her work has been the thorough-going cooperation on the part of the Association and on the part of many individuals in the programs that she has undertaken to carry through. She is herself committed for the rest of her life to the cause of the Association and to its work. She can only bespeak for her successor the same loyalty, the same helpfulness, and the same cordial friendship that has been given her.

REPORT OF THE RECORDING SECRETARY

Motions acted upon by the Board of Directors in the interim of the 1920 and 1921 biennial meetings of the Association:

I. On June 17, 1919 the Board of Directors voted, by telegram, to appoint a cooperation committee to join with the League of Nations Covenant Association and other organizations to demand ratification of the Peace Treaty, should the proposed convention in Washington meet to do so.

Affirmative 11, Negative 1.
Doubtful 1.

II. a In December 1919, the Directors voted their unanimous approval, by mail, of the suggested personnel of the Committees on Readjustment and of having Mrs. Rosenberry act as General Chairman of the sectional committees.

b. In December the Board also voted, by mail, their unanimous approval of the payment of the dues of the Association of Collegiate Alumnae in the American Council on Education.

III. On February 21, 1920 a vote was taken, by telegram on the issuing of Certificates of Indebtedness by the A. C. A. for the National Club House. Fourteen votes cast—all affirmative.

IV. On July 22, 1920 votes were taken on the following:

a. Shall Miss White be elected to fill the vacancy on the Committee on the Recognition of Colleges?

9 votes cast—all affirmative

b. Shall an appropriation of \$75.00 be made for the Committee on Pre-professional Requirements?

9 votes cast—all affirmative

V. On November 15, 1920, the following questions were voted upon. 12 votes cast.

a. Shall an appropriation of \$1250.00 be made for the payment of our dues to the International Federation of University Women?

11 Affirmative, 1 Negative

b. Shall an appropriation of \$100.00 be made for the Committee on the Tenure of Office of Trustees of Women's Colleges of the Conference of Women Trustees?

12 Affirmative

c. Do you endorse the European Student Relief Fund which is to be administered as a part of the American Relief Administration under the direction of Mr. Hoover?

2 Affirmative, 1 Affirmative with provisions.

d. Do you vote for Mrs. F. G. Dorety of St. Paul as Vice-President of the North West Central Section in place of Mrs. Fosbroke, resigned?

12 Affirmative

Respectfully submitted,

Frances Anderson
Recording Secretary

REPORT OF THE TREASURER

The Treasurer begs leave to submit the following financial statements:

1. Auditor's Report of Receipts and Expenditures of the Association of Collegiate Alumnae for the year 1919-20.
2. Treasurer's Report of Receipts and Expenditures of the Association of Collegiate Alumnae for the year 1920-21 to March 15, 1921.
3. Treasurer's Report of Receipts and Expenditures for the National Club House of the Association of Collegiate Alumnae for the period beginning June 1, 1919, and ending March 15, 1921.
4. Treasurer's Report of the Fellowship Funds of the Association of Collegiate Alumnae for the year 1920-21 to March 15, 1921.
5. List of securities held in the Fellowship Funds of the Association of Collegiate Alumnae.
6. Proposed budget for the year 1921-22.*

Reference to the Minutes of the Council meeting of 1920 will show that the Treasurer presented at that time an audited report of the finances of the Association for the years 1916-17, 1917-18, 1918-19, and 1919-20 to February 29. The audit for the year 1919-20 was completed May 31, 1920, and is herewith enclosed. Auditor's reports of the other accounts listed above will be available at the close

*The proposed budget is omitted from this report and is presented elsewhere as it was finally voted by the Convention.

of the fiscal year; that is, after June 1, 1921.

The Treasurer's Report must deal with three distinct accounts:

1. The general account of the Association of Collegiate Alumnae, which includes all receipts and expenditures on behalf of the national association, and such receipts for the Fellowship Funds and National Club House as come into this account in connection with sums to be credited to the national association.
2. The National Club House account, which includes receipts and expenditures on account of the Club House in Washington. This report covers the entire period since the Club House organization in 1919 and includes a statement of the gifts and loans made to inaugurate this enterprise, an itemized statement of which accompanies the Club House Report.
3. The account of the Fellowship Funds, which includes a statement of the income and expenditure in each memorial fund and a list of the securities held in these funds.

Since, in the nature of things, these three accounts are more or less interrelated, it seems desirable that this Report shall first present a general discussion of our whole financial problem before formulating the recommendations for each account which are the result of this year's experience.

With no desire to magnify the office, but that we may all understand the expansion which has

taken place in this department of the Association's affairs within the last two years, I wish to call your attention to the fact that in 1916-17 there passed through the hands of the Treasurer \$9,391.88; in 1917-18, \$10,467.02; in 1918-19, \$10,719.00; in 1919-20, \$39,838.77; and to March 15, 1921, \$29,483.66. These totals are exclusive of sums deposited directly in the Club House and Fellowship Accounts. In 1919-20 there passed through the hands of the Treasurer almost \$10,000 more than in the three previous years put together. Quite obviously, this increase in receipts meant increased responsibility, increased detail, and a vast increase in correspondence.

In the year 1920 it became quite evident that there must be a readjustment of our record keeping, for the sake of the Association quite as much as for the sake of the Treasurer. Until that time the Treasurer of the Association had attempted to keep the membership lists with such part time assistance as she could secure, and until the close of the year 1918-19 this plan worked fairly well—only fairly well. In the year 1919-20 we felt, almost immediately, the rejuvenating and revivifying effect of increased dues. All sorts of membership records were inquired about, all sorts of lists were asked for, money began to pour in upon us, and it was very apparent that if that work was to be done in the office of the Treasurer, as it had been done heretofore, there would have to be provision for full time clerical assistance. From a financial point of view, this seemed neither desirable nor possible. If

we were to employ more full time clerks, they should be employed in the office of the Executive Secretary. Moreover, with the growing lists, it became evident that in the interests of accuracy and promptness, our cataloging must be centralized. Therefore, in the fall of 1920 the Executive Secretary and the Treasurer readjusted the whole system of record keeping.

Without going into detail at this point, it is perhaps enough to say that after financial reports have been received and acknowledged by the Treasurer, they are immediately sent on to the office of the Executive Secretary where all cataloging work is done by one person. This makes it possible to combine catalogs, to keep the mailing list and the membership catalog parallel, and to avoid a good deal of duplication which inevitably occurred under the former plan. I think there is no question that the past months have proved the wisdom of this arrangement. This piece of work, the Executive Secretary crowded in to an already overcrowded office and has carried it with the clerical force planned for the year's work without this addition. Even under these difficult circumstances our records are in better form than they have ever been and this, because they have been handled by one person whose particular business they are. Even the distance between the Treasurer and the Executive Secretary has not militated against the plan, because it has been possible to give every question between the two offices prompt attention. So efficient has the young woman who handles these catalogs be-

come, that the Executive Secretary and the Treasurer look forward hopefully to the development in her of a sixth sense which will divine, without notice, when our members marry, move, die, or transfer themselves to some other branch. When we have attained this, we shall have reached the ideal in record keeping.

If this work is to be carried in this way, as experience seems to indicate desirable, there must probably be some further adjustment between these two offices and a special arrangement for clerical assistance for this work. This assistance should, it seems to me, be provided outside of and quite independent of the appropriation now made to the Executive Secretary for office incidentals. I would suggest that the Executive Secretary and the Treasurer be empowered to work out a plan for record keeping along the lines already begun and to submit such plan to the Board of Directors for authorization. This recommendation is made in this form because the work of this Convention may materially affect our needs at this particular point.

The budget voted at the Council Meeting of 1920 has proved more nearly adequate than any budget under which we have worked. It totaled \$12,850.00. The proposed budget for 1921-22 totals \$14,020.00 and represents all the light the Treasurer has been able to gather on the question of our prospective needs for the coming year. Where chairmen of committees have made no requests, the appropriation assigned is the same as last year. In all other cases, the sum re-

quested by the chairman has been inserted in the budget.

There was no provision in last year's budget for the payment of the dues of the Association of Collegiate Alumnae in the International Federation of University Women. The Treasurer has paid those dues on the authority of the Board of Directors. It seems desirable that provision for this sum shall be made in the budget.

If a discussion of the administration of the National Club House makes it desirable for the Association to assume the Certificates of Indebtedness already issued, it is the judgment of the Treasurer that a sum of money should be included in the annual budget for the retiring of these bonds. The total loans to the Club House are \$9,900.00 and the Certificates of Indebtedness run for 20 years. A tentative provision of \$500.00 a year for the purpose of retiring these certificates is included in the proposed budget.

Again, the question of our publication must be discussed. The appropriation noted beside this item is the same as last year. The cost of the publication for this year will exceed the appropriation. We have reason to believe that we shall be able to meet this excess cost. Whether we wish to leave the item for publications in this indefinite way, as has been done for the past two or three years, is a question for the Convention to decide.

At the Biennial Convention held in St. Louis in 1919, the Convention asked that there be brought to the Convention of 1921 an amendment to the by laws, increasing the life member

ship fee. It is the recommendation of the Treasurer that this fee be increased to \$50.00. There has been from time to time more or less discussion of the financial needs of the Association and the necessity of increasing our revenue if we are to respond at all promptly and adequately to the increasing demands that are being made upon us. It is, I think, quite obvious that our annual fee is as large as it ought to be. It would seem to many that any system of "private financing" in an organization of this kind would be unfortunate. We are a body of women bound together by a common interest and for a common purpose, and we ought, so far as it is at all possible, to share the financial burdens equally. On the other hand, it is true that there are many among us who would be very glad to contribute more than the annual fee to the work of the Association, and in that connection, would welcome a provision for what might be called a sustaining or contributing membership. The Finance Committee, therefore, recommends the establishment of such a membership, with a fee of \$10.

The National Club House is, I understand, to be the special subject of one meeting of this Convention, and it is not necessary, therefore, at this time to take up in detail the Club House Report.

Concerning the Fellowship Funds, I would say that there has been no change in the investments and income from the memorial funds held in trust—the Alice Freeman Palmer Memorial Fund, the Anna C. Brackett Memorial Fund and the Julia G. C. Piatt Memorial Fund. The Rose Sidg-

wick Fund was taken over by the Association last spring and has an invested capital of \$11,000, which yields us an income of \$704.25, and the investments in the Life Membership Funds now total \$9200, from which we have an income of \$523.12. With the provision for setting aside 50 cents of each fee for Fellowship purposes, we have materially increased the Life Membership Fund. Within the last two years we have added to it from life membership fees \$1,775. Last year the additions to this Fund through current fees amounted to \$4,067. To March 15 of this year it has amounted to \$4,638.50. From this income from current dues, we have, by vote, augmented the Alice Freeman Palmer Memorial Fellowship in order that it may be awarded annually, with a stipend of \$1,000. For this purpose we add to the income from the fund \$355. When we took over the Rose Sidgwick Memorial Fund, we agreed to make this award \$1,000 annually, and for that purpose we add to the income of the Rose Sidgwick Fund \$296.75. From the Life Membership Fund we pay, also, our own European fellowship of \$750, and our own Latin American fellowship of \$750, making a total of \$2,155.00. It would seem that we can at this time very properly increase both the European and the Latin American Fellowships to \$1,000.00 a year. The Julia G. C. Piatt Memorial Fund is the smallest in our possession. The par value of the investments there is \$6,600.00 from which we have an income of \$331.00. This fellowship is awarded biennially and has carried a stipend of \$640.00.

It has been our great desire to make our fellowship awards adequate, and a careful study of the situation and a comparison of costs in various institutions brought us the information two years ago that \$750.00 is a minimum sum for a year's advanced work. The Julia G. C. Piatt Fund will probably not grow from any further gifts. It is very evident that we must never again accept an inadequate fund, but this one was accepted in good faith at a time when the income from the investments had greater purchasing power than at the present time. I would suggest that we add to the Julia G. C. Piatt Fund the necessary \$88.00 to make this biennial award \$750.00. The Anna C. Brackett Fund is now in such condition that we can raise the stipend here to \$750.00 from the income of the fund. With these additions, all our fellowships will be on an adequate basis and the four first mentioned—the Alice Freeman Palmer, the Rose Sidgwick, the European, and the Latin American fellowships, will be on a dignified basis. This we can do and still add each year a small sum to our permanent fund. How much we can add will depend upon the growth of our membership and the number of life members, whose entire fees are always set aside in this permanent fund. The present arrangement for increasing the life membership fund was made to place the fellowships within the award of the Association on an adequate basis and to protect them from the exigencies of the budget. In the last two years we have done this and added a considerable

sum to our invested fund. There ought to be at the close of this year approximately \$4,000.00 more to be added to the \$9,200.00 already invested. The provision to set aside 50 cents of every fee for this purpose was not made a part of our by-laws—and this for the reason that the time might come when we should want to change or modify the action.

There is before us now a very vital question which ought to be considered in this connection. It is quite obvious that the Association has come to the point where any further development will depend quite largely upon a well equipped educational secretary. Under our present financial limitations we cannot provide her salary, unless we modify already existing arrangements in some particulars. Estimating our membership at 10,000, which seems to be a safe figure on which to work, we are setting aside for fellowship purposes \$5,000.00. We have already materially strengthened our fellowship funds. It has been my hope that we shall go on strengthening them in this way for at least three years more. I am quite convinced, however, that the Educational Secretary is as urgent a need at this point as was the strengthening of the fellowship funds two years ago. It would not seem wise to give over all the money which is set aside for fellowship purposes. In the first place, we must provide enough to augment the awards of which I have spoken above, and we ought, in all wisdom, to add a few hundred dollars at least, to our permanent investments. In view, however, of our need of real guidance in educa-

tional matters, I would suggest for your consideration a recommendation that for the next two years we set aside for fellowship purposes 25 cents of each membership fee, and toward the salary of an Educational Secretary 25 cents of each membership fee. This will place at our disposal for fellowship purposes approximately \$2,500.00, which with the interest on our present investments, \$523.00, amounts to \$3,023.00. In accordance with the recommendations above, we shall use of that \$2700.00 to augment already established awards, leaving us approximately \$300.00 annually for permanent investment on a membership of 10,000. This arrangement will provide only \$2,500.00 toward the salary

of an Educational Secretary, which sum will probably not secure a woman of the type needed, but it would seem to be as far as we can go in justice to arrangements already made for our fellowship funds. The remainder of the salary of the Educational Secretary we shall have to "figure out" of our current income. It is to be remembered that increased membership is the great strength of all these plans, and we should keep before us the fact that we could carry double our present membership with a very small increase in overhead expenses.

To summarize, then, the recommendations which are submitted for your consideration are as follows:

1. That the Executive Secretary and the Treasurer be empowered to work out plans for record keeping along the lines already begun and submit them, with an estimate of the cost, to the Board of Directors.
2. That there be added to the budget for the year 1921-22:
 - (a) Dues to the International Federation of University Women\$1,250.00
 - (b) For retiring Certificates of Indebtedness on the Club House, if this Convention shall so decide 500.00
 - (c) Toward the salary of an Educational Secretary—25 cents of each annual fee.
3. Fellowship Funds:
 - (a) That the European Fellowship be increased to....\$1,000.00
 - (b) That the Latin-American Fellowship be increased to 1,000.00
 - (c) That the biennial award of the Julia G. C. Piatt Memorial Fellowship be increased to..... 750.00
 - (d) That there shall be set aside from each annual fee for fellowship purposes25
4.
 - (a) That the life membership fee be increased to..... 50.00
 - (b) That provision shall be made for a sustaining or contributing membership, with an annual fee of.. 10.00

Respectfully submitted,
KATHARINE P. POMEROY, Treasurer.

AUDITOR'S REPORT

Note: This is the report of the Auditor for the year 1919-20. The accounts of the year 1920-21 will be audited at the close of the fiscal year, June 1, 1921.

November 12, 1920

Mrs. Katherine P. Pomeroy, Treasurer,
Association of Collegiate Alumnae,
Chicago, Ill.

Madam:

In accordance with your instructions the records of the Association of Collegiate Alumnae have been audited for the year ending May 31, 1920, as to cash receipts and disbursements for what may be termed the General Fund, and a statement is attached showing the receipts and disbursements, also a statement showing the bank reconciliation.

Your records have been checked in detail for the year, all the checks issued have been examined and verified, and the attached statement of receipts and disbursements represents, to the best of my knowledge and belief, a correct statement of the same.

It may be mentioned that the receipts from the National Club House Account have been off-set by amounts transferred in the disbursements, but it is understood that the verification of the General Fund did not include any check upon the transactions that may affect the National Club House Account.

The receipts for the Fellowship Fund have been verified by checking with your records, and it will be noted that there are certain disbursements transferred to this Fellowship account. It is understood that no check has been made upon the transactions of the Fellowship Fund and that there is no statement attached hereto showing any securities or property that the Fellowship Fund may own.

Yours very truly,

GEO. E. HUTCHINSON,

Certified Public Accountant.

RECEIPTS AND DISBURSEMENTS

June 1, 1919—May 31, 1920

RECEIPTS**Dues—General Members**

Current	\$ 986.50	
New	205.50	
Arrears	58.00	
Advance	16.00	\$ 1,266.00

Dues—Branch Members

Current	8,523.50		
New	2,967.00		
Arrears	680.00		
Advance	61.50	12,232.00	\$13,498.00

Dues—Affiliated Alumnae Associations.....

370.00

Fellowship Funds

Gifts	650.00
Dues	4,067.00

Report of the Treasurer

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Life Members	522.00	5,239.00
National Club House		13,354.49
Publications		507.14
Sundries		
Commonwealth Fund—British delegates	6,000.00	
Transferred from Fellowship Funds—		
Annual Stipends	600.00	
Refund expense advance—President....	100.00	
Error in dues	11.00	
Corrections for checks returned.....	38.25	
Bank Interest	10.42	
Incidentals	110.47	6,870.14
Total Cash Receipts		\$39,838.77
Balance—May 31, 1919		190.53
		<u>\$40,029.30</u>

DISBURSEMENTS

Item I—Salaries		
Executive Secretary	\$2,333.27	
Treasurer	499.92	\$ 2,833.19
Item II—Traveling Expenses		
President	767.55	
Executive Secretary	495.02	1,262.57
Item III—Office Incidentals		
Executive Secretary	2,515.41	
Treasurer	607.77	3,123.18
Item IV—Publications		4,839.42
Item V—Committees and Conferences		
Fellowship Committee	146.33	
Vocational Opportunities	25.00	171.33
Item VI—Expenses—Vice Presidents		352.17
Item III—General Expenses		
British Delegates	6,000.00	
Committee on International Relations.....	428.65	
Principal Note—Fellowship Funds	1,000.00	
War Service—Washington Employment Bureau.....	400.00	
Dues—National Council of Women.....	25.00	
Dues—American Council on Education.....	100.00	
Dues—Naples Table	50.00	
Expenses—Council Meeting	362.62	
Incidentals	281.91	8,648.18
Transferred—Club House Account		13,354.49
“ Fellowship “		5,148.00
Dues returned on account of error.....		46.00
Checks not collectible		45.25
Total Cash Disbursements		<u>\$39,823.78</u>
Balance—May 31, 1920		205.52
		<u>\$40,029.30</u>

BANK RECONCILIATION

May 31, 1920

Balance in Girard Trust Company, Philadelphia—May 31, 1920—per bank statement	\$2,294.39
Deduct: Deposit of Philadelphia Branch credited to Chicago account in error	59.50
	<hr/>
	\$2,234.89
Add: Receipts of May, 1920, credited by bank subsequent to May 31, 1920	789.62
	<hr/>
	\$3,024.51

Deduct: Outstanding checks, as follows:—

Number	Amount	
632	\$ 1.00	
755	7.50	
941	56.41	
956	12.00	
977	12.45	
979	2,140.00	
980	17.10	
981	113.67	
982	3.30	
983	29.70	
984	322.71	
985	48.68	
986	29.97	
987	10.73	
988	13.77	
	<hr/>	2,818.99

Balance per cash book—May 31, 1920	\$ 205.52
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TREASURER'S STATEMENT FOR 1920-21

COLLECTIONS AND DISBURSEMENTS

June 1, 1920—March 15, 1921

COLLECTIONS

Dues—General Members—1089			
Current	\$ 968.50		
New	664.00		
Arrears	74.50	\$ 1,707.00	
Dues—Branch Members—7637			
Current	8,912.50		
New	2,522.00		
Arrears	686.00	12,120.50	
Dues—Affiliated Associations			
Radcliffe	37.50		
Vassar	40.00		
Smith	40.00		
Boston	10.00		
Bryn Mawr	40.00		
Wellesley	40.00		
Holyoke	40.00		
Elmira	12.50	260.00	
Fellowship Funds			
Acc. Dues	4,638.50		
“ Gifts	140.00		
“ Life members	1,244.00	6,022.50	

National Club House			
Acc. Dues	3,282.00		
“ Gifts and loans	5,460.00	8,742.00	.
Publications			
Advertising	160.80		
Subscriptions	31.70		
Incidentals	49.20	241.70	
Contingent Fund			
Refunded acc. expenses	5.70	5.70	
Sundries			
Associate members	162.00		
Refunded Fellowship Funds	146.33		
“ Com. on Ed. Legis.	21.62		
Bank interest	28.06		
Exchange	1.25		
Incidentals	18.50	377.76	
Errors in Checks			
Corrected	5.00	5.00	
Errors in Dues			
Reno	1.50	1.50	\$29,483.66
Balance May 31, 1920			205.52
			<hr/>
			\$29,689.18

DISBURSEMENTS

June 1, 1920—March 15, 1921

Item I—Salaries			
Executive Secretary	\$2,500.00		
Treasurer	416.60	\$ 2,916.60	
Item II—Traveling Expenses			
President	606.68		
Executive Secretary	217.27	823.95	
Item III—Office Incidentals			
Executive Secretary 1919-20	482.20		
“ “ 1920-21	2,918.18		
“ “ Dictaphone	317.52	3,717.90	
Treasurer—A. C. A.	455.63		
“ acc. Club House	56.35	511.98	
Item IV—Publications		3,246.86	
Item V—Committees and Conferences			
Vocational Opportunities	50.00		
Recognition of Colleges, etc.	51.74		
Housing	104.31		
Educational Legislation	83.00	289.05	
Item VI—Sectional Vice-Presidents		295.49	
Item VII—Dues in other organizations			
N. E. A.—School Patrons 1919-20	25.00		
National Council of Women	25.00		
“ “ on Ed.	100.00		
Inter. Federation of University Women.....	1,250.00	1,400.00	
Item VIII—Contingent Fund			
Expenses Treasurer, Nov., 1920		150.00	
Transferred to Fellowship Funds			
Acc. 1919-20	91.00		
To complete fees	6.00		
Acc. dues	6,022.50	6,119.50	
Transferred to National Club House.....	8,725.00		
Checks not collectable	17.00	8,742.00	

Sundries		
War service	100.00	
Audit—4 years	100.00	
Bond—Treasurer	12.50	
Incidentals	162.10	374.60
Checks not collectible	4.00	
Dues returned acc. error	14.00	18.00
		<hr/>
		\$28,605.93
Balance March 15, 1921.....		1,083.25
		<hr/>
		\$29,689.18

NATIONAL HEADQUARTERS AND CLUB HOUSE ACCOUNT

Submitted herewith is a report of the receipts and expenditures made on account of the National Club House of the A. C. A. from June 1, 1919, to March 15, 1921, with attached sheets showing an analysis of the items, gifts and loans. The items under Disbursements have been grouped under appropriate headings and have all been itemized in monthly statements submitted to the Club House Committee.

This report shows a balance of \$5,662.97 of which \$5,600.00 is set aside by action of the National Club House Committee toward the rent, leaving a balance available for current expenses of \$62.97.

So far as I have knowledge, every bill connected with the National Club House has been paid, with the exception of one that has reached me since the closing of this account. This bill is for the expenses of Mrs. Martin in attendance upon Club House committee meetings, and totals \$94.14.

I think I should call attention to the fact that we are able to present so clear an account to the convention through the generosity of Mrs. A. Ross Hill, who, in the last few weeks, has made a temporary loan of \$230.00 to clear all small outstanding bills. Provision for the repayment of this loan and the payment of Mrs. Martin's bill of \$94.14 should be made at the earliest possible moment. Also, we must look forward to meeting the interest on the certificates of indebtedness on June 1, 1920. According to our report, the annual interest on these certificates amounts to \$552.00. Our arrangement is to pay it semi-annually, and on June 1, 1921, we shall be owing \$276.00.

I would call attention, also, to the condition of the rent account, the debit side of which grows much faster than the credit side. On April 1, 1921, there will be due for rent of the building at 1607 H Street \$10,391.67. We have in the fund set aside for this purpose, as of March 15, \$5,346.67.

FINANCIAL STATEMENT**June 1, 1919—March 15, 1921****RECEIPTS**

Gifts	\$12,525.50	
• Loans	9,900.00	\$22,425.50
Dues—		
Resident	210.00	
Non-resident	5,050.00	
Life members	400.00	
Group members	155.00	5,815.00
Sundries—		
Bank interest	48.49	
Temporary loans (Mrs. A. Ross Hill)	730.00	
Incidentals	144.15	922.64
		<hr/>
		\$29,163.14

DISBURSEMENTS

Repairs	1,620.92	
Rent	541.67	
Furnishings	15,477.17	
General expenses	3,704.10	
Printing	586.25	
Non-resident dues returned	5.00	
Sundries	1,171.06	
Int. on bonds to Jan. 1, 1921	394.00	23,500.17
		<hr/>
Balance		\$ 5,662.97

June 1, 1919—March 15, 1921**DETAIL OF RECEIPTS**

Colleges and Universities.	Gifts.	Loans.	Total.
Wellesley	\$ 3,807.90	\$1,200.00	\$ 5,007.90
Vassar	1,955.00	1,100.00	3,005.00
Bryn Mawr	675.00	1,500.00	2,175.00
Barnard	200.00	200.00	400.00
Radcliffe	512.00	1,000.00	1,512.00
Massachusetts Inst. Tech.	500.00		500.00
University of Chicago	655.00	500.00	1,155.00
" " Missouri		200.00	200.00
" " Kansas	55.00		55.00
" " Michigan	525.00		525.00
" " Wisconsin	102.00		102.00
Stanford University	100.00	500.00	600.00
Mount Holyoke	500.00		500.00
Elmira	1,813.78		1,813.78
Smith	25.00	3,300.00	3,325.00
Goucher	170.50		170.50
Trinity	370.00		370.00
Kansas City Branch		300.00	300.00
Missouri Cent. "		100.00	100.00
Washington "	554.32		554.32
Miss A. B. Gould	5.00		5.00
	<hr/>	<hr/>	<hr/>
	\$12,525.50	\$9,900.00	\$22,425.50

RENT ACCOUNT

Rent due July 1, 1919, to June 30, 1920	\$ 6,500.00	
" " July 1, 1920, to Dec. 31, 1920	3,250.00	
" " Jan. 1, 1921, to Jan. 31, 1921	541.67	
" " Feb. 1, 1921, to Feb. 28, 1921	541.67	
" " Mar. 1, 1921, to Mar. 31, 1921	541.67	
	<hr/>	
	\$11,375.01	
June, 1919—Paid through Washington Committee	541.67	
	<hr/>	
	\$10,833.34	
On deposit in Washington	541.67	
	<hr/>	
	\$10,391.67	
Available resources—non-resident dues	5,045.00	
	<hr/>	
Amount to be provided	\$ 5,346.67	

LIFE MEMBERSHIP FUND**RECEIPTS**

Interest July, 1920	\$ 50.00	
" " March, 1921	308.87	
Bank interest	2.51	
Gift—Inter. Inst. in Spain	100.00	
Account Dues 1919-20	91.00	
¼ Annual dues to March 15, 1921	4,638.50	
50 Life membership fees	1,250.00	\$6,440.88

DISBURSEMENTS

Stipend—European Fellowship, 1920-21	750.00	
" " Latin-American " "	600.00	
Expenses—Fellowship Committee, 1919-20	146.33	
" " " " 1920-21	193.04	
Clerical service—Treasurer	14.65	
Printing	59.00	
Rental—Safety box	6.50	
Inter. Inst. in Spain	100.00	
To complete Stipend A. F. P. Fellowship	166.84	
" " " " B. S. " "	102.28	
Deficit—Life Membership acc., 1919-20	288.52	2,427.16
	<hr/>	
Balance March 15, 1921		\$4,013.72

FELLOWSHIP ACCOUNT**SUMMARY**

March 15, 1921.

Balance—Life Membership account	\$4,013.72	
" Anna C. Brackett "	574.70	
" Julia G. C. Piatt "	477.03	
" Rose Sidgwick "	Capital 297.72	
	<hr/>	
Balance March 15, 1921	\$5,363.17	

ALICE FREEMAN PALMER MEMORIAL FUND**RECEIPTS**

Interest July, 1920	\$192.50	
“ March, 1921	432.50	
From Life Membership Fund	166.84	791.84
		<hr/>
Balance May 31, 1920		208.16

\$1,000.00**DISBURSEMENTS**

Stipend, 1920-21	\$1,000.00
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ANNA C. BRACKETT MEMORIAL FUND**RECEIPTS**

Interest July, 1920	\$147.50	
“ March, 1921	261.50	\$409.00
		<hr/>
Balance May 31, 1920		165.70
		<hr/>
Balance March 15, 1921		\$574.70

JULIA G. C. PIATT MEMORIAL FUND**RECEIPTS**

Interest—July, 1920	\$138.00	
“ March, 1921	193.00	
Check returned account 1920-21	320.00	\$ 651.00
		<hr/>
Balance May 31, 1920		466.03

\$1,117.03**DISBURSEMENTS**

Stipend—1920-21	649.00
	<hr/>
Balance March 15, 1921	\$ 477.03

ROSE SIDGWICK MEMORIAL FUND**RECEIPTS**

Interest—July, 1920	\$229.15	
January, 1921	162.50	
March, 1921	176.07	
Gifts—Capital	40.00	
From Life Membership Fund	102.28	\$710.00
		<hr/>
Balance May 31, 1921—Capital		257.72

\$967.72**DISBURSEMENTS**

Stipend—1920-21	670.00
	<hr/>
Balance March 15, 1921—Capital	\$297.72

ASSOCIATION OF COLLEGIATE ALUMNAE—RECORD OF INVESTMENTS

American Telephone & Telegraph Co., Coll. Trust 4's due 1929.

A. F. P. \$1,000. Bond 32042 at 90	\$ 900.00		
Com.	1.25	901.25	Oct. 1906
A. F. P. \$1,000. Bond 32044 at 91½	911.25		
Com.	1.25	912.50	Mar. 1912
A. C. B. \$3,000. Bonds 32043) @ 91½	2,733.75		
16929) Com.	3.75	2,737.50	Mar. 1912
8103)			

Chicago, Burlington & Quincy Rd. Coll. Tr. Jt. 4's due 1921.

A. C. B. \$1,000. Bond 175976 @ 97¼	972.50		
Com.	1.25	973.75	Mar. 1912
L. M. \$1,000. Bond 178650 @ 95	950.00		
Com.	1.25	951.25	May 1912
A. F. P. \$1,000. Bond 80432 @ 94¾	946.25		
Com.	1.25	947.50	May 1913

Chicago, Burlington & Quincy Rd., Illinois Div. 4's due 1949.

A. F. P. \$1,000. Bond M16121 @ 99¾	993.75		
Com.	1.25	995.00	Jan. 1908

Lake Shore & Michigan Southern R. R. 1st 4's due 1928 and 1931.

A. F. P. \$1,000. Bond M45280 @ 98¼	981.25		
Com.	1.25	982.50	Oct. 1906
A. C. B. \$2,000. Bond 27392) @ 93¼	1,870.00		
(due 1931) 27393 Com.	2.50	1,873.50	Mar. 1912

New York, New Haven & Hartford Rd., Harlem River & Port Chester Div. 1st Mtge. 4's due 1954.

A. F. P. \$2,000. Bond 9797) @ 95½	1,910.00	1,910.00	Jan. 1908
9825)			

New York, New Haven & Hartford Rd., Deb. 4's due 1956.

A. F. P. \$1,000. Bond 1769 @ 101½	1,015.00	1,015.00	Oct. 1906
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Louisville & Nashville R. R. Unified 4's due 1940.

A. F. P. \$2,000. Bonds 32760) @ 99¼	1,990.00		
32761) Com.	2.50	1,992.50	Nov. 1909

Indiana Steel Co. 1st Mtge. Gold 5's due 1952.

A. F. P. \$2,000. Bonds 14418) @ 100	2,000.00	2,002.50	Dec. 1912
14420) Com.	2.50		

Montana Power Co., First & Refunding 5's due 1943.

A. F. P. \$500. Bond @ 93¾ & int.	466.46		Feb. 1919
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New York Westchester & Boston R. R. 1st Mtge. 4½'s due 1946.

A. C. B. \$3,000. Bonds	8748)	@ 99½	2,985.00	
	3456)	Com.	3.75	2,988.75 Mar. 1912
	3412)			

United Kingdom of Great Britain and Ireland.

J. G. C. P. \$1,000.—5½%	M. W. 102008 (Feb. 1937)			
L. M. \$1,000.	@ 96¼	962.50		
		1.83		964.33 Nov. 1919

Denver & Rio Grande.

J. G. C. P. \$3,600. 4% Gold Bonds—8701, 7810, 8711.

St. Louis & San Francisco R. R.

J. G. C. P. \$2,600.	@ 96	2,496.00		
	Com. & Int.	33.80		2,529.80 April 1919

Duquesne Light Co.

A. F. P. \$2,000.	6% @ 100	2,000.00		
	Com. & Int.	23.27		2,023.27 Sept. 1919

Great Western Power Co. of Calif.

L. M. \$1,000.	@ 96	960.00		
	Com. & Int.	30.91		990.91

Eastern Mass. R. R.

L. M. \$1,000.	@ 100	1,000.00		
	Com. & Int.	17.17		1,017.17

Liberty Bonds

Life Membership—7 Bonds, 2nd issue, 112501 to 112509 inc.

			at \$50.00—\$350.00	
"	"	—2	"	3rd issue, 3980143 to 3980144 inc.
			at \$100.00—\$200.00	
"	"	—1	"	3rd issue, at \$50.00—\$50.00
"	"	—2	"	4th issue, at 50.00—100.00
"	"	—5	"	4th issue, at 50.00—250.00
"	"	—5	"	Victory at 50.00—250.00
A. C. B.		—8	"	3rd issue, 3980135 to 3980142 inc.
R. S.		—1	"	4th issue, at 50.00
		—1	"	4th issue, at 50.00

New York Central R. R.

L. M. \$3,000.	at \$100	3,000.00		
	Int.	4.09		
				3,004.09

Chicago Union Station

R. S. \$5,000.	at 98½	4,925.00		
	Int.	24.38		
				4,949.38

Wickwire Spencer Steel

R. S. \$5,000.	at 100	5,000.00		
	Int.	116.67		
				5,116.67

REPORT OF THE COMMITTEE ON INTERNATIONAL RELATIONS

Since the Biennial held in St. Louis in April, 1919, the Committee on International Relations has been actively engaged in so much interesting and important work that it is possible to summarize only a portion of it in this report. Its principal achievement has been the founding, in cooperation with the Federation of University Women of Great Britain, of the International Federation of University Women. In July, 1919, the Chairman of the Committee, with President Thomas and Dean Taft of Bryn Mawr, went to London as representatives of the Association of Collegiate Alumnae, and there conferred with the Committee on International Relations of the Federation of University Women of Great Britain. It was there agreed that an International Federation should be formed, and a tentative constitution and by-laws were drawn up, which were later studied by the British and American committees, and submitted to the Council of the Association of Collegiate Alumnae, which met last spring. During the year 1919-1920, pending the adoption of a regular constitution, the Committees on International Relations of the Association of Collegiate Alumnae and the British Federation of University Women were in temporary charge of the infant International Federation.

In July, 1920, the first conference of the International was held in London at Bedford College. The Association of Collegiate Alumnae was there represented by the following five delegates:

Dean Ada Comstock, Professor Mary Leal Harkness, Professor Jessica Peixotto, President M. Carey Thomas, Mrs. William Morton Wheeler. The Chairman of the Committee and Dr. Winifred Cullis, Chairman of the British Committee on International Relations, acted as joint chairmen of the conference, presiding at alternate sessions. A copy of the printed report of the conference is hereto attached. This is now on sale, and may be purchased for twenty-five cents. It gives some of the speeches at length, summaries of the very interesting discussions, and a digest of the reasons which led to the adoption of the constitution and by-laws in the form in which they stand. Fifteen nations were represented, of which only eight had federations of university women sufficiently organized to be entitled to a vote.

The Committee cannot adequately express its gratitude for the extraordinary hospitality with which the American delegates were received. The British Federation, Bedford College, Lady Astor, Lady Cunard, Mrs. Russell and other individuals and institutions made our stay in London altogether delightful, and caused us to feel thoroughly at home and welcome. We desire also to express our appreciation of the great kindness of Lord Grey of Fallodon, who spoke at the opening meeting and greatly aided us in starting the new organization on its way.

The American delegates found it most inspiring to meet with

university women from so many other countries, and realized anew the immense value of personal contacts of this sort. The discussion regarding the possible admission of the university women of Germany revealed as scarcely anything else could do the beneficial results which come from frank and friendly discussion face to face. We learned also that there was much advantage for American education in contacts of this kind, much of value that we could acquire from other countries, especially France and England, for the improvement and broadening of our standards. We were gratified to find also that many other countries looked to us for help and guidance. The delegates especially from Spain and Czecho-Slovakia spoke feelingly of their desire to have young women from their countries attend American colleges and return to convey to their own nations what they had learned with us. We were all much impressed by the fine personality and ability of the delegates from the various countries.

It is of course obvious that the main source of financial support for the new International Federation must for some years to come be America, since our country happens to have at the moment most of the money in the world. Our sisters in the universities of other lands have been left almost penniless by the War. The officers and Council of the Association of Collegiate Alumnae have taken up with splendid enthusiasm their share of this responsibility, and our Association is contributing to the International Federation from its treasury an-

nual dues amounting to \$1250. The additional money needed is being sought from colleges, alumnae associations, college clubs, philanthropic foundations and individuals. In order to support the Treasurer of the International, Mrs. Edgerton Parsons, in this vitally essential work, and to hold such money as may be obtained, a committee has been incorporated, entitled the American Committee of the International Federation of University Women. The Committee on International Relations urges on the members of the Association of Collegiate Alumnae the fullest possible support for this cause.

The next conference of the International Federation will be held in the summer of 1922 at the seat of the League of Nations. The American delegates were authorized to extend an invitation to the Federation to meet in this country, but it immediately became apparent that such a meeting-place was entirely impracticable because of the impossibility of the delegates from the European countries being able to finance trips to the United States.

The Sub-committees of the Committee on International Relations are: The Committee on Hospitality, of which Mrs. William Morton Wheeler is Chairman, and which is charged with the duty of organizing centers of hospitality for foreign students, and making personal contacts between them and potential friends in this country; the Committee on Scholarships and Fellowships, of which President Woolley of Mount Holyoke is Chairman, and which is, besides its normal functions, developing a very import-

ant line of work in passing on the credentials of American women applying for admission to British universities; the Committee on Oriental Students, of which Professor Sophie C. Hart of Wellesley is Chairman; the Committee on Latin-America, of which Mrs. Glen L. Swiggett is Chairman; and the Committee on Exchange Lectureships.

One of the most interesting pieces of work which the Committee has done was the organizing of the visit to this country in the winter of 1919-1920 of three representatives of the British Federation of University Women, who came on the invitation of our Committee. They were Professor Caroline F. E. Spurgeon and Professor Winifred Cullis of the University of London, and Dr. Ida Smedley MacLean of the Lister Institute. Their visits at institutions and alumnae clubs in many parts of the country did a great deal to spread interest in international relations. Their tour was made possible by the generous grant from the Commonwealth Fund of \$12,000 to pay all expenses.

The Committee was much gratified by the generous action of the Association of Collegiate Alumnae in taking over the Rose Sidgwick Memorial Fellowship, promising to maintain it and to complete in the course of time the necessary endowment. Something over \$10,000 had already been secured before the committee which originated the fellowship turned it over to the Association of Collegiate Alumnae. The fellowship is now being administered by the Sub-committee on Scholarships and Fellowships of

this Committee. The selection is made by a committee of the British Federation of University Women. The two Sidgwick fellows have been most successful. The first, Miss Gladys Boone, after completing a very satisfactory year at Columbia University, where she made many friends and an excellent academic record, now holds an interesting and important post at Bryn Mawr College. The second, Miss Rose Bracher, is making an excellent impression at the University of Wisconsin, where she is studying plant pathology. Nothing, we are sure, could more deeply gratify Rose Sidgwick than this succession of young English women who will carry friendship and educational inspiration to and fro between the two countries.

One of the most important events of the past year has been the generous offer by Mrs. Whitelaw Reid of her building at 4 rue de Chevreuse, Paris, as a clubhouse for American college women studying in Paris, and social headquarters for the International Federation. This building was used for some years before the War as an American girls' club, supported by Mrs. Reid. She has now offered it to us rent free for an experimental period of five years. Since the Association of Collegiate Alumnae was not able to bear the financial responsibility involved, a committee of American University women was formed, of which the Chairman of the A. C. A. Committee on International Relations is Chairman, to bear the financial responsibility and take charge of the running of the Club. This Committee will report to the Association of Col-

legiate Alumnae through its Committee on International Relations, and also to the Council of the International Federation of University Women. Both of these bodies may give suggestions and criticism. The Committee has been busy raising the necessary guarantee fund and drawing up by-laws for the operation of the clubhouse. It plans to reserve most of the rooms for American college women, but to set aside approximately ten for British women and ten for French women, in order to avoid segregation of the Americans. It is felt that association with university women of all nationalities through the headquarters of the International Federation will be of very great advantage to us. Paris will undoubtedly be during the next few years a centre to which many American college women will wish to go for advanced work. We are therefore extraordinarily fortunate in being able to establish there a residential clubhouse so perfectly adapted for this use as is Mrs. Reid's gift. It will probably be opened in the summer of 1922.

The Committee could not have carried on its work without the invaluable aid furnished by the Institute of International Education in New York City, of which Dr. Stephen P. Duggan is the far-sighted director. The Institute has given to the Committee the services of its very efficient secretary, Miss Virginia Newcomb, office space, and a great deal of clerical assistance. We have been most fortunate in being able through the Institute to keep in touch with all the other activities in the realm of international edu-

cational relations, to correlate our work with theirs, to avoid duplication and profit from the experience and aid of others.

The Committee begs to make three recommendations. The first is that the Association of Collegiate Alumnae adopt a resolution extending to Mrs. White-law Reid its very hearty thanks for the service she has done to American college women in offering the use of her building in Paris as a residential clubhouse for those studying in Paris, and expressing its appreciation of Mrs. Reid's far-sightedness in making this gift. The second recommendation is that a vote of hearty thanks be extended to the Institute of International Education for its generosity in giving to the Committee on International Relations such invaluable aid in the services of Miss Newcomb, in office space and in general co-operation and friendliness. The third recommendation is that the Association of Collegiate Alumnae change its name. This proposal the Committee understands is to be brought up from other sources also. It begs to urge that its experience has shown that the present name is totally incomprehensible to our friends abroad, and really hampers international relations. The Committee trusts that the term American Federation of University Women or some similar title closely coordinate with the titles of the British Federation of University Women and the Federation of University Women in Canada may be adopted.

In conclusion the Committee begs to record its belief in the unlimited possibilities for good of

this work in international educational relations. It has barely begun to scratch the surface. An infinite amount remains to be done. The Committee has been deeply impressed by the ready and vigorous response and support which it has received from the college women of this country and of other nations. It believes that by drawing on these re-

sources of interest and enthusiasm the university women of the world can accomplish much toward bringing about sympathetic understanding and friendly cooperation between the nations.

Respectfully submitted,

Virginia C. Gildersleeve,
Chairman, Committee on International Relations

THE FEBRUARY MEETING OF THE DEANS OF WOMEN

The eighth annual meeting of the National Association of Deans of Women opened Friday morning, February twenty-fifth, at the St. Charles Hotel, Atlantic City.

The president of the Association, Dean Mina Kerr, Milwaukee-Downer College, voiced the spirit of the meeting when, in her welcome, she announced that the purpose of such a conference is to bring to members of the Association new cheer, new courage and greater power to serve the student life of the colleges.

The first speaker of the morning was Dr. Kristine Mann. Her general subject was Health and she discussed the reasons for lack of health among women, the slight attention that is paid to the preservation of health and the great need of more dignity in the physical education departments of our colleges, which should be in charge of a physician.

Miss Stoddard, of the Bureau of Scientific Temperance Investigation, emphasized health considerations in the enforcement of the Eighteenth Amendment. Her statistics were startling in their emphasis on the relationship be-

tween alcohol and disease, death and social misery.

Dr. Welch of Goucher College gave an excellent address on Health Instruction and Supervision. She emphasized the need of individual work, the importance of the normal, not pathological, approach in the teaching of health. Her plea may be given in her own words "an educated womanhood, able and willing to practice the ways of health."

At the business meeting on Saturday morning, the following resolution was presented by the Committee on the Woman's Foundation for Health, Miss Wells, Indiana University, Chairman.

Whereas the National Association of Deans of Women endorses the fundamental belief of the Woman's Foundation for Health as follows:—

"The fundamental belief of the Woman's Foundation for Health is that health is normal and realizable. It defines health as the condition of being which allows an individual the full development and mastery of herself, the power of her physical body."

mental processes, her emotional force, her spiritual expression. Fully recognizing the importance of proper treatment of disease when it occurs and of prevention, the Foundation proposes education in the building of health. While recognizing the collective responsibility for securing sanitary, hygienic, economic and recreational conditions favorable to well being, it regards the attainment of health as a matter of individual and personal responsibility."—

Therefore be it resolved:

That the ideals of the Foundation for Health, which are also our ideals, can best be realized by

1. The establishing and perfecting in our educational institutions of adequate departments of health or hygiene for women students, which shall be equal to other departments in recognition, in budget and in academic credit; and

2. That this department shall include instruction in individual and community hygiene, proper treatment of disease when it occurs, prevention, and physical training and athletics."

The word "all" was substituted for "women," in the first section of the resolution, and the resolution was adopted with the suggestion that it be sent to all deans and presidents.

The first speaker, Saturday morning, was Susan Miller Dorsey, Superintendent of Schools, Los Angeles, who discussed the Position and Responsibility of Women in Public Education.

Sarah Louise Arnold, Dean Emeritus of Simmons College, presented A Civic Opportunity for Women. She stressed the

danger to teacher or administrator of living within the walls of the school and the obligation of the profession to give, not receive. Dean Arnold emphasized two forms of service which should receive attention—The Moonlight Schools of Kentucky and the Girl Scouts.

Emma Hirth, Director of the Bureau of Vocational Information, presented in a convincing way the present situation as to business and professional openings for women. The workers are not ready for positions at the present time. There is need of graduate training, of steadier work rather than excitement and of more understanding of the business which women desire to enter.

At twelve o'clock, the meeting adjourned for the luncheon at which the general subject of International Relations was discussed, with reports from two of the American representatives to the International Federation of University Women, held in London, in the summer of 1920. Dean Ada Comstock of Smith College and President M. Carey Thomas of Bryn Mawr College, brought before the Association the great possibilities of friendliness, interchange of students and educational ideas among University women, possibilities which can be achieved by means of international understanding developed through the International Federation.

Each member of the Association was particularly interested in the sectional Conference of her own special field.

Miss Edith Tuttle, Washington Irving High School, New York,

was Chairman of the Conferences of High School Deans.

Romiett Stevens, Ph.D. Teachers' College, Columbia University, presented The Program of a Dean of Girls.

"The aim of a dean of girls is first, social, that is to educate the whole girl to be a person pleasant to live with, a benefit to herself, and of value to the community as a good citizen."

"It is our work as advisers to centralize purposes, ideals and methods."

Mary H. Johnson of Washington Irving High School, New York, discussed The Development of Morale through Student Government.

Harriet Dalton of the Lincoln High School, Hibbing, Minnesota presented The Socialization of the High School Girl.

"All high school girls have similar moral needs and all parents should realize the evil effect upon their girls of promiscuous companionship, unrestricted liberty, too many moving pictures, lack of responsibility and other forces that lower the moral and spiritual life of their daughters."

Ellen Davis of the Fifth Avenue High School discussed Adapting Myself to my Position.

How a Knowledge of Home Conditions Helps to solve Difficult School Problems was given by Lillian Bowie of the Woodward High School, Cincinnati.

School Dances were analyzed by Eleanor Kleeman of the West-

port High School, Kansas City, Missouri. Mary C. Robinson of the High School of Bangor, Maine, in her discussion of the Question of Dress said "We should be open-minded on the question of dress, which has been a hard problem ever since Eve. When a style has come, it is there, and we should not try to argue it out, but only to lead our girls not to go to extremes."

The Work of Deans in the Chicago High Schools was explained by Josephine T. Allen, and the Recognition of the Position of Dean or Adviser was outlined by Fanny R. Smith of Chicago. A resolution was adopted urging that the work of Dean of Girls should be officially recognized in every high school of the country.

The report of the sectional conferences of College Deans and Deans of Women, which were held on Friday afternoon, will be presented at a later date. At these conferences, the subjects of Student Government, of Social Standards, and of Fundamental Ethical Problems were discussed in great detail.

The Eighth Conference of the Association fulfilled the prophecy voiced by Dean Kerr. The point of view became that of the American school and college world, in its relationship to international understanding. New courage, renewed zeal, a greater enthusiasm were the results which must have been carried back to the student life of many American schools and colleges.

SOCIAL WORK IN JAPAN

MISS N. AMAGASU
Member of the Japan Branch

In Japan social work is yet in a very early stage of development compared to that of Europe and America. But it is by no means new in Japan. It is said that even at the time of Shotoku Taishi, about 1,300 years ago, there were already some institutions for the poor, the sick, and other needy persons. Also, the Empress Komyo, about 1,100 years ago, founded a hospital and a home for both old and young. These of royal family were very earnest Buddhists and of course their idea of social work came from Buddhism.

Again as a result of the strong family system which is now, however, losing its validity, people from early times, observed their duty of taking care of both old and young. Recent statistics show that out of 400,000 persons who are over 80 years old, only about 600 are cared for in asylums for the old.

At the time of the Tokugawa Dynasty there existed a system called "Gomingumi," literally "fine men system"—that is fine houses bound themselves together to help one another in time of need.

It was only after the era of Meiji, however, that we began to have various asylums and reformatories. In the earlier days of the era of Meiji a number of French people founded some orphan asylums and schools, but as they were very modest and quiet workers, their work was practically unknown to most of us until comparatively recent years.

Reformatory work is yet very defective. There are only fifty-four reformatories and these care for only a little over 2,000 children. Some of the reformatories have only a small number of children in their institutions. This is due often to lack of equipment and also to the ignorance of society at large of the object of such institutions or even of their existence.

Musashi no Gakuin is the only national reformatory that we have. There are at present 90 boys and 12 teachers. They have a primary school course and an industrial department.

Mr. Tomeoka's reform school is the oldest in Japan. It was founded 22 years ago and now he has a large reform farm in the Hokkaido, about 2,500 acres, the largest of the kind in the world.

Day nurseries were established during the Russo-Japanese war for the children of soldiers. Soon after the war, however, a great number of them were closed, but gradually the authorities and some individuals began to feel the need of more day nurseries as hundreds of new factories were started all over the country and women began to work in them more and more. At present there are about seventy day nurseries throughout the country but each year the number is increasing. We have more orphan asylums than any other kind of social work—130, which care for about 6,140 children.

There are eleven hospitals and homes for lepers, many of which were founded by Christian mis-

sionaries. Miss Riddell and Miss Leigh must be familiar to you all.

It is since the recent war that the necessity for founding employment bureaus, free lodging-houses and tenement houses has been strongly felt by the authorities as a result of the industrial changes after the war. At the same time our government began to realize the importance of considering questions of health and sanitation. Consequently, a committee on Investigation of Health and Sanitation has been formed, and part of their work has been to investigate the health of infants and school children. They have finished the investigation of the death rate of children under one year old. The death rate is about twice as high as that of some European countries. Out of 100 births the average yearly death rate from 1906-1910 is as follows: Scotland, 11.2; England and Wales, 11.7; Japan, 15.7.

The latest comparative statistics are those of 1916: Scotland, 9.3; England and Wales, 9.1; Japan, 17.0.

In 1918 the death rate in Japan was 18.9. The above statistics show that the death rate in Japan is increasing while the death rate in the other countries is decreasing.

In spite of the above fact we have as yet only one well organized mothers' consultation station—the one in Osaka—which was opened only last year, and we have only a few private maternity hospitals of good standing which are in a strict sense a form of social work.

There are only four institutions for the feeble-minded—all of which except the Takinokawa

Gakuin are very small. Mr. Ishii, of the Takinokawa Gakuin, has been working on the question of feeble-minded for over thirty years and he is, indeed, an authority on the subject. In a recent fire caused by one of the defective boys he lost all the valuable material he had collected during the past thirty years. He has now a new building and a fine laboratory and he not only trains workers but also examines children who need such examination. According to his opinion the probable number of feeble-minded is 100,000.

In visiting different institutions of social work in "Kansai" I have been most interested in the so-called Block (Committee) system in Osaka. This was organized two years ago, the idea having come from the Eberfeld system in Germany. The slum districts are divided into 35 sections and in each section there are from ten to twenty-five or more unpaid people who take turns in going round their districts, finding the sick and those who are out of work, and meeting their various needs. In fact they do almost any form of work to bring happiness to the needy homes. These workers are mostly people of some means and so can give a great deal of time to their work. At present there are 527 men in this work. I feel that this system is the most far reaching and effective social work in Japan at present. It is not the duty and privilege of only a few people to better the world; it is the privilege and duty of every one of us to help the unfortunate and try to cure the causes of misery and thus to bring joy to the world.

In Kobe I met some women who are proving themselves to be splendid social workers. Miss Jo, who is the founder of the Rescue Home for women, told me that her new building was built entirely by the efforts of women.

When women with their motherly love and sympathy and their minds well trained begin to take part in this noble work, this world will certainly become the happy world for which we all yearn.

In the end I wish to mention the name of the late Dr. Inoue—former governor of Tokyo, who was the first statesman to give his whole self for the development of social work in Japan. He declined several times high positions that were offered him and remained in the Home Department only as a secretary until he

firmly established the foundation of modern social work. It was he who made the first thorough investigation of the various forms of social work in Japan. It was also he who called together the first conference of social workers in the 41st year of Meiji, and the year after he succeeded in having grants given to different institutions which needed encouragement and financial help. His death two years ago, while he was governor of Tokyo, was a very great loss to the cause of social service in Japan.

Most of you here are probably either taking an active part or are at least interested in social work in Japan. For this we are most grateful. But there are yet many things to be done and we Japanese beg your further co-operation.

THE WASHINGTON CONVENTION

The convention has come and gone. This meeting marked the passing of the A. C. A., but it was a wedding, not a funeral. If one is a human feminine creature in America and one marries, one changes one's name—provided, of course, one is not a feminist of the extreme type. The Association, never having been violently feminist, ran true to form. The Southern Association of College Women by arrangement held its convention at the same time and place and before the week's work was finished the two Associations had joined hands and hearts, for better, for worse, for richer, for poorer, till death do them part, and had set out on their combined career under the name of the

American Association of University Women, the only concession to feminism being that both parties took a new name.

It was the largest and most enthusiastic convention that the Association had ever held. With a reckless disregard for the high cost of travel the delegates poured in from every part of the country, the final attendance running well over three hundred and fifty, with more than two hundred voting delegates.

From the opening moment of the convention on Tuesday morning until its closing hour at midnight Friday night the delegates worked, not with feverish energy, but with a calm, steady efficiency that resulted in the transaction

of an amazing amount of business and left the official reporter, who had light-heartedly contracted to have ready at the opening of each session the minutes of the preceding one, so far in the rear that nearly two weeks elapsed after the close of the convention before, breathless and spent, he again "caught up with the procession." To come together on Tuesday morning; to hear reports covering two years' work from some fifteen general officers and ten or twelve standing and special committees; to hold conferences of deans and college professors, of college and university trustees, of school principals, of alumnae associations, and of branches; to bring about a complete agreement between the representatives of two associations that have for years existed independently side by side as to the conditions on which they were willing to merge, and then to get such a merger voted; to work out a new plan for the management of the national club house and headquarters and set on foot a movement for the purchase of a suitable building for a permanent national home for the Association; to admit a dozen colleges and universities to the accredited list of the Association; to attend several "teas", to be received by the "first lady of the land" and be photographed with her, and attend a banquet aesthetically satisfying and intellectually stimulating; to consider and vote a year's budget of such proportions as a few years ago would have left the Association quite aghast; to rewrite the by-laws of the Association to provide for the extensive changes in its internal arrange-

ments decreed by the organization and to get all those changes voted; to pass a set of resolutions endorsing a definite legislative program and expressing the opinion of the convention on matters of importance in its own field or of general public concern; to elect new officers; and to adjourn on Friday night, even though Saturday was treading close on the heels of Friday when the final gavel fell—that was an achievement.

The social side of the convention was adequate and wholly delightful. A charming "tea" given by the Washington Branch at the A. C. A. National Club House, the most gracious reception by Mrs. Harding at the White House; and the cordial hospitality extended to the delegates by the Congressional Club, provided sufficient relaxation from the strenuousness of the business sessions. The banquet on Thursday night was brilliantly successful. Julia Lathrop, for many years a most loyal and devoted member of the A. C. A., who acted as toastmistress, never spoke better or more wittily. Major Julia Stimson, head of the Army Nurse Corps and the only woman major in the United States; Miss Mabel Boardman, the only woman Commissioner of the District of Columbia; Mrs. Helen Gardner, the only woman in the United States Civil Service Commission; and Miss Alice Robertson, the only woman member of the House of Representatives, gave to the occasion a certain quality of uniqueness. Miss Robertson, an Elmira College woman and a member of the Association, speaking with

her inimitable gentle drawl, which gave a touch of humor to everything she said, characterized herself as a paradox. "For you know," she said slowly, "I was an anti-suffragist, but they urged me to run for Congress until I yielded." "I am certain," she added, "that if any man had ever urged me with the same persistence to marry him, I should not now be Miss Alice." But her speech was not all humorous and before she finished she had convicted most of her hearers of at least the sin of omission in the performance of their political duties at the only point where the performance of political duty can be of much avail—in the ward meeting. Mrs. Vernon Kellogg spoke most eloquently and touchingly on the hope of Europe, which she found in the indestructible will to live of the peasant and worker of Central and Eastern Europe.

One of the most interesting features of the convention was the luncheon hour which was given over to the consideration of the international relations of the Association as one of the founders and a charter member of the International Federation of University Women. Mrs. Edgerton Parsons of the New York Branch, treasurer of the International Federation, presided. Dean Ada Comstock of Smith College, later elected to the presidency of the Association, who had been one of the American delegates to the first meeting of the International Federation, gave a vivid interpretation of the significance of that meeting. President Thomas outlined plans for the adequate financing of the work of the Fed-

eration, a task which, in the present impoverished state of Europe, must obviously, for a time at least, be assumed in very large measure by the university women of America. Mrs. Rosenberry, the retiring president of the Association, spoke on the part that the branches of the Association might play in furthering the international movement, and Mrs. Herbert Hoover gave a concrete illustration of such possibilities by describing in most entertaining fashion the work of the committee on international relations of the California Branch. At the close of the luncheon the plan of the Association for assisting in the task of raising a hundred thousand dollars for the purchase of a gram of radium for Madame Curie was presented and announcement was made that twenty-five hundred dollars had already been received in cash and pledges, although the work was only fairly well started.

The regular business sessions of the convention were, however, no less interesting and stimulating than the relaxation periods. There were no dull reports. When it was suggested by those responsible for the program, knowing as they did the immense amount of business that had to be transacted, that some of the reports be received unread for later printing in the Journal, vigorous objection was offered and the convention insisted on hearing all reports.

One of the most interesting developments came in connection with the report of the National Club House Committee. This project of establishing at the national capital a club for university wom-

en, which shall be thoroughly national in scope and which shall have also its international aspect, since it is to be one of a number of such clubs in the various countries in the International Federation of University Women, is the first undertaking of its kind in the world. To educate the Association to an understanding of its significance and to win for it the necessary financial support even on its present very modest basis, has been no light task. The officers, believing that the Association would regard this project as still in an experimental stage, had hardly dared hope that more would be undertaken than just to give it a firmer financial footing. Instead of that the Association showed itself to be firmly of the opinion that a permanent national home and headquarters are a necessity and it voted without hesitation to purchase a suitable property as soon as one could be found. An extremely able committee on purchase was appointed and active investigation of the possibilities is under way.

Closely connected with the establishment of permanent headquarters in Washington was another provision made by the convention—namely the provision for an educational secretary who shall be stationed in Washington where she can keep in close touch with the other national educational agencies and organizations at work there, can watch educational legislation, and can co-ordinate the educational activities of the many branches of the Association. The Association also created a standing committee on Educational Policy, made up of some of the general officers and of persons rep-

resenting various types of education, which will cooperate with the educational secretary in formulating the educational programs which the Association will attempt to carry out.

The term of Mrs. Lois K. M. Rosenberry, formerly Dean of Women at the University of Wisconsin, expired with this convention. The four years of Mrs. Roenberry's administration have been years of unparalleled growth in membership and in the power and influence of the Association and in the scope of its work. The Association is fortunate, however, in being able to command at once the services of an experienced and highly capable successor in the person of Miss Ada Comstock, Dean of Smith College, who was elected by unanimous vote to the presidency—the first presidency of the American Association of University Women. Mrs. Aurelia Henry Reinhardt, President of Mills College, was elected to the vice presidency, and the following new sectional **directors**—as they are henceforth to be called, instead of vice presidents, were also elected: for the South Atlantic section, Miss Emily H. Dutton, and for the Southeast Central section, Miss Mary Leal Harkness, both formerly officers of the Southern Association; for the Northeast Central section, Miss Grace Greenwood of Ann Arbor; for the Northwest Central section, Mrs. Harold Richardson of St. Paul; For the South Rocky Mountain section, Mrs. Morrison Shafroth of Denver; and for the North Pacific section, Mrs. Frank S. Baker of Tacoma.

What the program of the expanded Association is to be is

partly revealed in the resolutions passed in the closing session of the convention. Legislative measures, passage of which will be urged upon this Congress, are: a maternity and infancy bill (the Sheppard-Towner Bill of the last Congress); a bill establishing independent citizenship for married women; an amendment to the Vocational Education act putting training in home economics on the same basis as training in trade and industry and in agriculture; a bill to create a federal department of education (not the Smith-Towner Bill); a bill to establish a nation-wide program of physical education through the schools; a bill for a permanent federal employment service, including provision for a woman assistant director general with adequate authority; a bill for re-classification of the civil service providing for an actual merit system of appointment and promotion and for a salary scale based on skill and training, both without regard to sex; a bill for the economic equality of women.

In addition to this endorsement of a definite legislative program the Association by resolution expressed its concern over the shortage of well trained teachers and urged upon its branches that they direct some of their vocational activities for the next two years to the stimulating of interest in the teaching profession. It also expressed its sympathy with the cause of higher education for women in the Orient and urged upon its members the support of colleges and universities for women in China, India, Japan, and other countries in the East and the Near East.

Finally, the Association placed

itself on record as favoring an association or league of nations and passed a resolution urging the President and Congress to take the initiative in bringing about as soon as possible world disarmament.

These are only the high lights in the picture of the convention. The work of the various conferences, the very interesting recommendations of some of the committees, as, for example the committee on the recognition of colleges and universities, cannot be touched in this article. A complete account of the proceedings, together with the reports of all officers and committees, will be published in the forthcoming issues of the Journal.

Junior Red Cross workers of the schools of Porto Rico have offered a 2-year scholarship in the normal department of the University of Porto Rico for the best work done by a girl graduate of the Porto Rico High School.

A traveling art exhibit of 200 prints, chosen under the direction of Miss Leila Mechlin, secretary of the American Federation of Art, was recently started on a tour of the Porto Rico schools. It will be sent to the Virgin Islands after it has been used in Porto Rico. The exhibit was financed by the Junior Red Cross.

Dorothy Canfield Fisher, the novelist, has been appointed by the Governor of Vermont as one of the five members of the State Board of Education. She is the first woman ever to have served in that capacity in the State. The appointment is for five years.

THE OPEN FORUM.

In answer to "A Challenge to College Women" the writer begs to remind them that in "following the Vision" it is necessary to keep our feet firmly on the ground unless we wish to do our country the doubtful service that the "Intelligenza" of Russia and the theorizing revolutionaries of France (read Ernst Dimmet's "France Herself Again") did for theirs.

We Anglo-Saxons have trusted to "muddling through" in spite of bitter lessons that should have taught us that there is no economy in it, either in money or, more important, in men. Fie on this leaving preparation for war until the march of events forces us into war! Had England and America been even reasonably prepared to take "a man's part," would any bully nation bent on cheap conquest and plunder have dared the attempt?

It would seem that the "Special Providence" that is said to watch over children, fools, and the United States had given us one last chance to see the error of our ways before abandoning us to our fate as incorrigible. Billions to pay for what thousands, spent at the proper time, would have provided! Eighteen months of dependence upon allies for the barest necessities of warfare! Can we expect the like again! Switzerland can not be called a "militaristic" nation; yet every young Swiss gives a certain portion of his time to the virile work of becoming and keeping fit to defend his country.

In the summer of 1913, when the Kaiser asked and received permission to review the Swiss troops (evidently with the idea of decid-

ing whether it would be better to pass through Switzerland than the Low Countries) he gave grudging praise to the sturdy citizen-soldiers but remarked: "Your army is only 500,000 (mark that for the size of the country!) What if I should send against it 1,000,000 men?" "Your Majesty, we Swiss would fire twice as fast!" was the reply. We may notice that Switzerland was not violated. It is no part of wisdom to refuse to admit that we are living in an imperfect world and, while striving to improve it, nevertheless, to take necessary precautions; and if not in peace times, then in Heaven's name, when? Truly "It takes two to make war," as has been so often said; but it takes only one to make that unpleasant thing—a conquest!

Furthermore, home discipline is not what it was before we women began regulating Congress, and the time spent in training camps would prove the salvation of many a young "pool-hall lizard" whose maternal parent is engaged in the modern equivalent of putting red flannels on the natives of Borio-boola Gha. Let our motto be "Everyone prepared to defend his Country!"

IDA SOULE KUHN.

The trustees of the Roosevelt Memorial Association have established a fellowship in Roosevelt research at Harvard University for the present half year, the object being to gather all the material available concerning Mr. Roosevelt's life as an undergraduate at Harvard, and the men and conditions which surrounded him in Harvard College of the late seventies.

COLLEGES AND UNIVERSITIES WHOSE ALUMNAE ARE ELIGIBLE TO MEMBERSHIP IN THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

(Association of Collegiate Alumnae)

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| <p>Agnes Scott College, Decatur, Ga.
Allegheny College, Meadville, Pa.
Bates College, Lewiston, Me.
Beloit College, Beloit, Wis.
Boston University, Boston, Mass.
Brown University (Woman's College),
Providence, R. I.
Bryn Mawr College, Bryn Mawr, Pa.
Carleton College, Northfield, Minn.
Coe College, Cedar Rapids, Ia.
College of St. Catherine, St. Paul, Minn.
College of St. Elizabeth, Convent Sta-
tion, N. J.
College of St. Teresa, Winona, Minn.
Colorado College, Colorado Springs,
Colo.
Columbia University, (Barnard and
Teachers College), New York City.
Connecticut Wesleyan University, Mid-
dletown, Ct.
Cornell College, Mt. Vernon, Ia.
Cornell University, Ithaca, N. Y.
De Pauw University, Greencastle, Ind.
Drake University, Des Moines, Ia.
Earlham College, Richmond, Ind.
Elmira College, Elmira, N. Y.
Franklin College, Franklin, Ind.
Goucher College, Baltimore, Md.
Grinnell College, Grinnell, Ia.
Hamline University, St. Paul, Minn.
Illinois Woman's College, Jacksonville,
Ill.
Indiana University, Bloomington, Ind.
Iowa State College, Ames, Ia.
Jackson College, Tufts College, Mass.
Knox College, Galesburg, Ill.
Lake Erie College, Painesville, O.
Lake Forest College, Lake Forest, Ill.
Lawrence College, Appleton, Wis.
Leland Stanford Jr. University, Stan-
ford University, Calif.
Massachusetts Institute of Technology,
Cambridge, Mass.
McGill University, Montreal, Can.
Miami University, Oxford, O.
Middlebury College, Middlebury, Vt.
Morningside College, Sioux City, Ia.
Mills College, Mills College, P. O., Cal.
Milwaukee-Downer College, Milwaukee,
Wis.
Municipal University of Akron, Akron,
Ohio.
Mt. Holyoke College, S. Hadley, Mass.
Northwestern University, Evanston, Ill.
Oberlin College, Oberlin, O.
Ohio State University, Columbus, O.
Ohio Wesleyan University, Delaware, O.
Pennsylvania State College, State Col-
lege, Pa.</p> | <p>Pomona College, Claremont, Calif.
Purdue University, LaFayette, Ind.
Radcliffe College, Cambridge, Mass.
Randolph-Macon Woman's College,
Lynchburg, Va.
Reed College, Portland, Ore.
Ripon College, Ripon, Wis.
Rockford College, Rockford, Ill.
Smith College, Northampton, Mass.
Sophie Newcomb College, New Orleans,
Louisiana.
Swarthmore College, Swarthmore, Pa.
Syracuse University, Syracuse, N. Y.
Trinity College, Washington, D. C.
University of California, Berkeley, Cal.
University of Chicago, Chicago, Ill.
University of Cincinnati, Cincinnati, O.
University of Colorado, Boulder, Col.
University of Idaho, Moscow, Idaho.
University of Illinois, Urbana, Ill.
University of Iowa, Iowa City, Ia.
University of Kansas, Lawrence, Kans.
University of Kentucky, Lexington, Ky.
University of Michigan, Ann Arbor,
Michigan.
University of Minnesota, Minneapolis,
Minnesota.
University of Missouri, Columbia, Mo.
University of Montana, Missoula, Mont.
University of Nebraska, Lincoln, Nebr.
University of Nevada, Reno, Nev.
University of North Dakota, Univer-
sity, N. D.
University of Oklahoma, Norman, Okla.
University of Oregon, Eugene, Ore.
University of Pittsburgh, Pittsburgh,
Pennsylvania.
University of Rochester, Rochester,
N. Y.
University of Texas, Austin, Tex.
University of Toronto, Toronto, Can.
University of Vermont, Burlington, Vt.
University of Washington, Seattle,
Wash.
University of Wisconsin, Madison, Wis.
Vassar College, Poughkeepsie, N. Y.
Washburn College, Topeka, Kans.
Washington State College, Pullman,
Wash.
Washington University, St. Louis, Mo.
Wellesley College, Wellesley, Mass.
Wells College, Aurora, N. Y.
Western College for Women, Oxford, O.
Western Reserve University, (Women's
College), Cleveland, O.
Whitman College, Walla Walla, Wash.
William Smith College, (Hobart), Ge-
neva, N. Y.
Wooster College, Wooster, O.</p> |
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The
**JOURNAL *of* THE ASSOCIATION
of
COLLEGIATE ALUMNAE**

VOLUME XIV
Nos. 7 AND 8

APRIL
AND
MAY
1921

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**COLLEGES AND UNIVERSITIES WHOSE ALUMNAE ARE ELIGIBLE TO
MEMBERSHIP IN THE AMERICAN ASSOCIATION OF
UNIVERSITY WOMEN**

(Association of Collegiate Alumnae)

- | | |
|--|---|
| Agnes Scott College, Decatur, Ga. | Pomona College, Claremont, Calif. |
| Allegheny College, Meadville, Pa. | Purdue University, LaFayette, Ind. |
| Bates College, Lewiston, Me. | Radcliffe College, Cambridge, Mass. |
| Beloit College, Beloit, Wis. | Randolph-Macon Woman's College,
Lynchburg, Va. |
| Boston University, Boston, Mass. | Reed College, Portland, Ore. |
| Brown University (Woman's College),
Providence, R. I. | Ripon College, Ripon, Wis. |
| Bryn Mawr College, Bryn Mawr, Pa. | Rockford College, Rockford, Ill. |
| Carleton College, Northfield, Minn. | Smith College, Northampton, Mass. |
| Coe College, Cedar Rapids, Ia. | Sophie Newcomb College, New Orleans,
Louisiana. |
| College of St. Catherine, St. Paul, Minn. | Swarthmore College, Swarthmore, Pa. |
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tion, N. J. | Syracuse University, Syracuse, N. Y. |
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Colo. | University of California, Berkeley, Cal. |
| Columbia University, (Barnard and
Teachers College), New York City. | University of Chicago, Chicago, Ill. |
| Connecticut Wesleyan University, Mid-
dletown, Ct. | University of Cincinnati, Cincinnati, O. |
| Cornell College, Mt. Vernon, Ia. | University of Colorado, Boulder, Col. |
| Cornell University, Ithaca, N. Y. | University of Idaho, Moscow, Idaho. |
| De Pauw University, Greencastle, Ind. | University of Illinois, Urbana, Ill. |
| Drake University, Des Moines, Ia. | University of Iowa, Iowa City, Ia. |
| Earlham College, Richmond, Ind. | University of Kansas, Lawrence, Kana. |
| Elmira College, Elmira, N. Y. | University of Kentucky, Lexington, Ky. |
| Franklin College, Franklin, Ind. | University of Michigan, Ann Arbor,
Michigan. |
| Goucher College, Baltimore, Md. | University of Minnesota, Minneapolis,
Minnesota. |
| Grinnell College, Grinnell, Ia. | University of Missouri, Columbia, Mo. |
| Hamline University, St. Paul, Minn. | University of Montana, Missoula, Mont. |
| Illinois Woman's College, Jacksonville,
Ill. | University of Nebraska, Lincoln, Nebr. |
| Indiana University, Bloomington, Ind. | University of Nevada, Reno, Nev. |
| Iowa State College, Ames, Ia. | University of North Dakota, Univer-
sity, N. D. |
| Jackson College, Tufts College, Mass | University of Oklahoma, Norman, Okla. |
| Knox College, Galesburg, Ill. | University of Oregon, Eugene, Ore. |
| Lake Erie College, Painesville, O. | University of Pittsburgh, Pittsburgh,
Pennsylvania. |
| Lake Forest College, Lake Forest, Ill. | University of Rochester, Rochester,
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| Massachusetts Institute of Technology,
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| McGill University, Montreal, Can. | University of Washington, Seattle,
Wash. |
| Miami University, Oxford, O. | University of Wisconsin, Madison, Wis. |
| Middlebury College, Middlebury, Vt. | Vassar College, Poughkeepsie, N. Y. |
| Morningside College, Sioux City, Ia. | Washburn College, Topeka, Kana. |
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Wash. |
| Milwaukee-Downer College, Milwaukee,
Wis. | Washington University, St. Louis, Mo. |
| Municipal University of Akron, Akron,
Ohio. | Wellesley College, Wellesley, Mass. |
| Mt. Holyoke College, S. Hadley, Mass. | Wells College, Aurora, N. Y. |
| Northwestern University, Evanston, Ill. | Western College for Women, Oxford, O. |
| Oberlin College, Oberlin, O. | Western Reserve University, (Women's
College), Cleveland, O. |
| Ohio State University, Columbus, O. | Whitman College, Walla Walla, Wash. |
| Ohio Wesleyan University, Delaware, O. | William Smith College, (Hobart), Ge-
neva, N. Y. |
| Pennsylvania State College, State Col-
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MRS. GERTRUDE S. MARTIN, Ph.D.

Executive Secretary of the Association
Editor

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Vol. XIV

APRIL AND MAY

Nos. 7 and 8

REPORT OF THE EXECUTIVE SECRETARY

In conversation with one of our National Committee chairmen some time ago, the subject of the work in the central office of the Association was under discussion, and I gave to her in some detail an outline of what the office was doing. She said at once that this information ought to be given to the Association, that she was convinced that the members of the Association not only knew little or nothing about the way in which the work of the Association is conducted in the central office, but that they would be deeply interested in knowing more in detail exactly what is done there.

It had not occurred to me that anyone would be interested in the detail of the day's work, but perhaps I can present it in such a way as to reveal to some extent the growth of the Association during the last few years. If I can do that, it may perhaps be suitable

material for the report of the Executive Secretary.

I entered upon the work of the secretaryship a little less than five years ago. At that time the amount of office equipment belonging to the Association was very moderate indeed and it was easy to find space for it in a large room on the third floor of my house. By far the largest part of it consisted of old copies of the Journal, of some issues, hundreds of copies. In addition to this there were some correspondence files, and a heavy oak chest containing the archives. There was no typewriter, no desk, no catalog case. The catalog came shipped in past-board boxes. A little later when Mrs. Pomeroy moved from Philadelphia, she sent to my office a typewriter and a typewriter desk which had been used by her in Philadelphia in connection with the treasurer's work, and which

belonged to the Association. This practically constituted the equipment of the office.

We have made progress since then. We now have a fifty-two drawer American Library Bureau catalog case with three vertical files, and two typewriters that belong to the Association, though we have five machines in constant use. We still have only one typewriter desk that belongs to the Association. A mimeograph, one complete dictaphone outfit, and a considerable number of small office appliances that are most convenient in the work, have been added. How much such equipment was needed and how useful it has been is indicated by the fact that the mimeograph, which was purchased a little less than a year ago, recorded last week an output of more than 64,000 impressions. As for the dictaphone—well, I am persuaded that had it not been for the dictaphone I should by this time have been buried beyond hope of resurrection under mountains of unanswered letters. Gradually, one by one, my bookshelves have had to be cleared of books, and correspondence files have taken their places. The one large room which was ample five years ago has been supplemented by another and we are now crowded again, and I think shall soon have to overflow into a third.

The office force has consisted through most of the year of three girls on full time with some additional help by the hour at crowded periods. One of these girls will be obliged to give up her work in June and another in September, so that for the last three weeks we have been breaking in another girl, making now four girls altogether in the office on full time,

and one on half time. All of these have been needed in this last month before the convention to put through the very heavy work incident to that event.

This little sketch of the physical growth of the office and the office equipment will perhaps give some idea of the increase there has been in the amount of work in the office. There is no question that it makes a difference whether one carries a membership of 4,000 or of 12,000. There has been a tremendous increase in the amount of correspondence. I have not felt that we could take time to keep actual count of the number of pieces of mail going through the office, but from our dictaphone records, taken for the last two months or so, we get a pretty definite measure of the amount of dictated correspondence that passes through. Basing our estimate on this, I should say that we get out between forty and fifty dictated letters a day, very few of them less than a page in length, many of them three or four pages,—this in addition to the filling of orders for supplies of all kinds from branches, such as circulars, application blanks, constitutions, treasurers' supplies, back numbers of the Journal and other second class matter. With the growth of the Association, such increase in the regular correspondence is, of course, inevitable, and that accounts for one very large item of the office work.

Another item that has added much to the work of the office this year is the large amount of correspondence in connection with the membership campaign for the National Club House. When this campaign was first launched, the Treasurer's office undertook to

carry this work, but it soon became evident that her office with its meager equipment was wholly inadequate. It would seem on its face, an extremely simple matter to receive the application for membership in the Club, together with the check, and to issue the membership cards. Unfortunately, it is not so simple as it seems. Although our application blanks have called clearly for every item of information that we want for our records, college women, unfortunately, seem no better able to interpret them and to meet the requests contained in them than persons without college training. We have a club membership of nearly a thousand. One letter, at least, has had to go to every one of these persons. In many cases, two, and sometimes three, and sometimes four letters have had to go before the whole matter could be made perfectly clear to the person, and all the money gotten in, and all the data supplied. Then, when the information was complete, the catalog cards had to be made, one for our office, a duplicate one for the Club House in Washington, a record for the chairman of the membership committee, so that she would know what results her membership campaign is bringing, and a duplicate catalog by colleges, so that we should know which college groups are giving us the largest support in the matter of the Club House. A little estimating will reveal very quickly, I think, how much work this has meant in the central office. It is an item which we are perfectly willing to carry, but of whose magnitude I think very few members of the Association have any conception. In addition the Executive Secretary has

been the secretary of the Club House committee, has kept all the minutes, has sent out all the duplicate copies of the minutes to the various members of the committee and has made the permanent record. How impossible it would have been for the Treasurer's office, with its very limited equipment, to take care of this large amount of work in connection with the Club House will, I think, be immediately evident to everyone.

Another item which, while it has added to the work of the central office in some respects, has been a source of the greatest satisfaction to us, is the fact that a few months ago it seemed best to us to transfer the Treasurer's catalog from her office to the office of the Executive Secretary and to have all the checking of the branch treasurers' accounts done in our office. It is, of course, evident that the Treasurer's catalog is the base catalog; that upon it the accuracy of all others depends. Everyone who has ever worked with catalogs knows how great is the possibility of error, and if the base catalog, from which all others must be corrected, is some hundreds of miles away from the others, that possibility is, of course, tremendously increased. Having the Treasurer's catalog in the Executive Secretary's office, and having the checking all done there gives us the possibility of working directly from one catalog to another and will, ultimately, I am sure, give us what we have never been able to get, approximately accurate records.

I have spoken of several catalogs. It may not have occurred to the members of the Association

that there would be any necessity for keeping more than one catalog of the membership. A moment's reflection, however, will show that there must be several. There must be first of all the alphabetical catalog. There must be a geographical catalog for purposes of checking the mailing list, and we have kept also a catalog of the membership by colleges in order that we might know what college groups are supporting the work of the Association.

Before we received the Treasurer's catalog, we often felt the need of a catalog arranged by branches and general members, but we did not feel that we could duplicate the catalogs again. The Treasurer's catalog is, of course, arranged in that way, and it is obvious that by duplicating merely the general membership catalog and arranging it geographically, we can make the treasurer's catalog serve as a geographical catalog as well as a treasurer's, and thus can correct the mailing list from that. That still leaves, of course, three distinct catalogs to be kept up and cared for. This means that every change of name or address, every correction, and every addition or subtraction must be made in triplicate. If the person happens to be a member of the Club also, it must be made in triplicate again; one card for our catalog, one for the one in Washington, and one for the chairman of the membership committee. In addition, of course, there must be the change on the mailing list. You can see, therefore, something of the amount of work involved in merely taking care of the catalogs. It needs the undivided time and attention of one person; and when

it comes to checking over all catalogs from the treasurer's catalog after the returns have come in from the branch treasurers in order to be sure that every change has been made, it means, if it is to be done quickly so that the mailing list can be promptly corrected, putting the whole office force for a time on this work of checking.

May I say a word just here about the mailing list: No one is so well aware as are we in the office, of the many inaccuracies in this mailing list. We certainly have made heroic efforts to get it corrected but there has been a series of difficulties in the way. In the first place, as has been explained to all of the branches, we were obliged to change publishers, partly because of the apparent impossibility of getting the former publisher to keep up the mailing list. We are at present having at least equal difficulty with the present publisher. He is, apparently, very reluctant to change any name or address on the mailing list or to add anything to it or subtract anything from it. He likes it just as it is. This seems to be so settled a conviction with him that I have come to the conclusion that the only way in which we shall ever be able to keep the mailing list with anything like a fair degree of accuracy will be to have the person who has charge of making the changes responsible directly to our office and not to the publisher. I am trying now to make some arrangement for this. I must beg the members of the Association to have patience a little longer. The complete checking up of our catalogs against the treasurer's catalog is almost done, and the mo-

ment it is finished, we shall insist upon taking over the care of the mailing list, and the first thing that we shall do is to check it against our treasurer's catalog, which is now, I think, as nearly accurate as it is possible to get it. Of course, none of these catalogs can ever be accurate. If they were perfectly correct tonight, before morning numbers of our members will have died, moved, married, or resigned, so that they will be incorrect in dozens of places tomorrow morning. There is therefore always an irreducible minimum of error.

In addition to the work of correspondence and the work of record keeping, of which I have just spoken, another large element in the work of the central office is the membership work. The executive secretary is, as you know, the chairman of the national committee on membership. The rest of the committee is made up of the membership chairmen in the various branches. It is her duty in cooperation with the branch membership chairmen to increase the membership of the Association as rapidly as possible. The work of extending the general membership rests upon her in cooperation with the sectional vice presidents.

There is in my mind no doubt that the membership, and therefore the power and influence of the Association, could be extended much more rapidly than it has been in the past. The total membership in the Association is now approximately 12,000. No one knows exactly what the potential membership is, but the probability is that there are nearly, if not quite, 200,000 women at present eligible to the Association of Collegiate Alumnae even on its pres-

ent basis of membership. The question is how to make this potential membership actual. There is no doubt that a very large part of it could be actualized if we could get into the hands of the women who are eligible information about what the Association is doing, with an appeal to them to join their force to ours; but that requires money. It would mean that we should have to set aside a fairly large appropriation for membership work. It would hardly be worth while to start it without an appropriation of fifteen hundred to two thousand dollars. It means printing, postage, stationery, clerical work, and then a great amount of individual follow-up work when the replies to the circularization begin to come in. All this costs money, but that it would pay in the long run if the initial financing could be managed, there is practically no question at all.

In the absence of any large appropriation for an extensive membership campaign, the office has done what it could to carry forward its membership work steadily and persistently. As a means to this end, a large amount of circular material has had to be prepared in the office, printed, and sent out to the various branches. We are much in need of new and attractive material of this sort, but it takes time to prepare such material, and with the multiplicity of duties which the Executive Secretary has had to perform, there has not been sufficient time to give to it the thought and care that it demands. In view of the approaching reorganization and possible changes in the Association, all the supply of material of this sort has been allowed to run

very low indeed so that new advertising material will have to be prepared immediately.

That I am not wholly unwarranted in believing that an extensive membership campaign would produce results, is borne out, I think, by the steady and rather remarkable growth of the Association even under our present conservative methods. While it is impossible at any particular moment to say accurately what our membership is, I think I am right in saying that in the last five years the membership has approximately trebled. Since the last biennial, thirty-one branches have been added to the membership of the Association. Out of these, eleven were formally presented to the Council last year in Cleveland. The others are presented here for the first time. By states they are as follows: In California, Pomona Valley, presented last year, Sacramento, Northern California, and Long Beach; in Idaho, Pocatello, presented last year; in Illinois, Elgin, presented last year, and Aurora; in Iowa, Cedar Rapids, Grinnell, Marshalltown, Mount Vernon and Waterloo, all presented last year; in Japan, Tokyo, presented last year; in Kansas, Wichita and Emporia, the latter a former branch resuscitated; in Maryland, Baltimore; in Michigan, Flint, presented last year and Birmingham, Port Huron, and Saginaw, presented for the first time; in Minnesota, Fairmont and Rochester; in Missouri, Warrensburg; in New York the Adirondack branch, with its centre at Glens Falls; in Oklahoma, a branch at Norman and one at Chickasha, with branches forming at Alva, Oklahoma City and Muskogee, but not yet fully

organized; in Washington, Walla Walla and Gray's Harbour; in Wisconsin, Kenosha, presented last year, and Ripon; in Vermont, Burlington. In addition to the thirty-one fully organized branches there are now, besides the three organizing in Oklahoma, a considerable number organizing in other states, but none of them was able to complete its organization in time to receive recognition at this meeting.

On the other hand, a few branches have become inactive—six in all. These are Canon City in Colorado, the Delaware County branch in Iowa, the Louisville branch in Kentucky, the Chattanooga branch in Tennessee, the branch in Kalamazoo, and the Valley City branch in North Dakota. In some of these cases, I am sure, that the inactivity is merely temporary and that they will be resuscitated before very long.

Not all the work of the Executive Secretary, however, is done inside the office. It is expected that she will visit during the year as many branches as possible. As the work of the office, however, grows heavier, this work of branch visiting becomes more and more difficult. Moreover, this year it has been curtailed by the very heavy expense of travel. With a limited traveling allowance, only a certain amount of visiting is possible if one is to keep within the appropriation and because of this item of expense, it has been practically impossible for the Association to send representatives during the last few years to the distant branches. This is most unfortunate, for it is just these remote branches that most need the touch of the National

Association, which only a National officer, such as the Executive Secretary or the President can bring. It seems to me imperative-ly necessary that the Association should arrange as soon as possible that someone who knows the work of the National Association and who can bring it with power and persuasiveness before the branches should reach all of the distant branches that have for the last few years been unreached by any officer. I marvel sometimes at the loyalty and interest of these remote branches which have had for so many years so little real contact with the life and work of the National Association.

During the past year the Executive Secretary has been able to reach the following branches: the Ohio Valley Branch at Cincinnati, Illinois-Iowa, at Rock Island, Ann Arbor, Toledo, Cleveland, Oberlin, Buffalo, Mohawk Valley, Burlington, Vt., Atlantic City, and Washington. It becomes increasingly evident that as the work of the Association expands and the number of branches increases the necessity for a field agent, or a number of field agents will become more and more pressing. It is a matter that the Association should be thinking about. It is immensely important, if such field agents are to be used, that they should be thoroughly versed in the history, work, and policies of the Association, and that they should have the personal qualifications necessary to present the work of the National Association persuasively to the branches, and to bring inspiration, and a vision of the national and the international connections of the Association to the local workers. How to find such workers, and how to

pay them adequately when we find them, are the questions which the Association must face.

Not less important, however, than the work of correspondence, the record-keeping, the membership work, the organization of new branches, the visiting of old ones, is another part of the work of this office; namely, the work on the Journal. To many of our members—I am not sure but to the majority of them, the Journal is the one thing that makes the national association something real and tangible. I speak in all humility, not to say humiliation, about the Journal. It has such great possibilities, so few of which have I been able to make actualities, partly because of difficulties with the publisher, and the necessity for changing the place of publication, partly because of lack of time with all the other work there is to do in the office, partly because of our inability to finance it as it should be financed. But the Journal must be kept going at whatever cost. If we can only weather this period of excessively high prices for printing and paper, there is no question that it can become an asset, even in a merely financial way, to the Association, instead of a liability. Its value as a means of binding together the whole membership of the Association, is beyond question. I believe that we are facing a period of unparalleled growth in the membership of the Association. That means a greatly increased circulation for the Journal. That means, with each increased thousand of circulation, increased value for its advertising space. Its circulation has so far been too small to attract the favorable notice of national ad-

vertisers. If we can reach a circulation of twenty-five thousand, they will begin to take note of it; and from there on our advertising space will become increasingly valuable. In time there is no question that the whole cost of the Journal could be carried by the sale of its advertising space. This I have on the authority of persons thoroughly familiar with the advertising business.

If, therefore, the Association can see its way clear to financing the Journal for a year or two, its future is assured. That it can be made of the greatest possible value, not only to the individual member, but to the Association as a whole, by interpreting the work of the National Association to the individual, by keeping her informed about forward educational movements the world over, by keeping her in touch with the college women of this country and of the rest of the world, and by affording a medium through which the ideals and plans of the various branches can be exchanged, seems to me beyond all question. That it can be made interesting and stimulating, I feel equally sure. This takes more time and thought than it has been possible as yet to give to it. It has taken much time to get the work of the office organized, and to get workers trained so that they are able to carry any considerable part of the routine; but this is being gradually accomplished, and I think there is a fair prospect that the Executive Secretary will in the future be able to give a larger proportion of her time to the more creative and constructive part of the work of the office.

The work on the Journal has had to be done at odd moments

that were snatched from the office hours or done out of office hours at night. While the issues of the Journal are still considerably delayed, we are gradually gaining on the calendar. The October, November and December issues have been mailed, and the January issue is now on the press and will probably be in the mails by the time the convention closes. There is, therefore, as you see, a fair prospect that we shall overtake the calendar in the course of a month or two, and I hope that we can then run on smoothly and come out exactly on time.

So much for the work of the secretary's office. No part of the work has been done satisfactorily. The best that can be said for any of it is that it has been done honestly and faithfully. One cannot review it without a sense of defeat—a consciousness of failure to meet the needs of the Association.

To turn now to matters less personal. As I survey the work of the Association during the past year, it seems to me that there are two characteristics, or perhaps better, two tendencies, that stand out quite clearly. The first is a tendency toward a larger, wider, and more active cooperation with other organizations. The growing feeling among our members that some way must be found by which we can unite with the Southern Association of College Women in a single, national organization, cooperating toward our common ends, is one expression of this tendency. We have also, as you know become a constituent member of the American Council on Education, made up of most of the great educational organizations and associations of the country. These national educational organizations

maintain cooperatively a national office under the name of the American Council on Education, of which Mr. S. P. Capen, formerly the expert in higher education of the Bureau of Education, is the Director. The Council is issuing from time to time a publication called "The Educational Record," containing careful discussions of pending educational questions and of proposed educational legislation.

Not only, however, has the Association shown a tendency to cooperate more closely with other educational organizations, but it has also joined hands with other organizations not distinctly educational in character. We have had a representative on the Woman's Council of the United States Public Health Service made up of representatives of some of the leading national women's organizations. We have had our representative also on the Women's Joint Congressional Committee, organized on the initiative of the League of Women Voters for the purpose of uniting the women's organizations of the country in an effort to secure as rapidly as possible an increased amount of forward-looking educational and social welfare legislation.

The Association is also one of the fifteen constituent organizations making up the Woman's Foundation for Health which grew out of the International Conference of Physicians held under the auspices of the National Board of the Y. W. C. A. during the war. It is impossible within the scope of this report to go into detail in regard to the purposes and plans of the Foundation. Perhaps it will be sufficient to say that the Foundation's cen-

tral purpose is to bring about cooperation on the part of all the great national organizations to the end that women everywhere may be made conscious of the supreme value of abounding physical and mental health in every relation of life, and may be convinced of the possibility of possessing this, and of their individual responsibility for securing and maintaining it. The constituent organizations are requested to study the program of the Foundation with a view to determining what part of it they can best cooperate in and then to create such a committee or agency in their own group as can best carry out such portion of the whole cooperative movement as seems to belong particularly to the special organization in question. If the Association is to take its share in this great cooperative movement, it should at this meeting create the necessary machinery for making its cooperation effective.

The other outstanding characteristic in the life and thought of the Association during the biennial period just closing is, perhaps, only another and more inclusive phase of this same tendency toward cooperation with other groups. Not only have we joined hands with other organized groups of women in our own country, but we have also reached out to similar groups in the other countries of the world. There is no need for me in this report to dwell on this aspect of the work of the Association. It will be adequately covered in the report of the committee on International Relations and in the luncheon hour that will be devoted to the work of the International Federation of University Women. I

must pass on to point out that it is this desire, born perhaps of the war, for a better cooperation with other groups both here and abroad, that has set for this Convention what will probably be the most difficult problem it has to face—the problem, namely, of readjusting its machinery to meet the changed purposes and points of view that are the inevitable result of the experiences through which as individuals and as a nation we have just passed.

I have no doubt that the combined wisdom of this Convention will be sufficient to put our machinery into perfect working order. And when that is done, what then? A machine is after all, only a means to an end, no matter how much we may enjoy tinkering it. Some perfectly good minds have spent no small amount of perfectly good time in thinking out means for making the machine work more smoothly. Will not all this effort to make possible a wider cooperation of all the trained women of the country be somewhat futile unless we have something vital and compelling to do? Is there such a task waiting to be done? A task which is peculiarly ours because we are we?

The Association was created in part at least for the purpose of securing for women equal opportunity with men for the best in education. That opportunity, the opportunity for adequate training, is now freely open. Whether the opportunity to reap the reward for such training is as freely open, is another question. If there is still a battle to be won in the field of higher education for women in this country, it is at this point. And if there is such a battle to be won, it seems clear to

me that there is but one way to win it. For women to demand equal pay for equal work, and equal opportunity for appointment and advancement in faculties in higher educational institutions is not entirely futile, to be sure. It does slowly accustom the minds of men to the idea. But why not take the short cut to the thing desired and have done? When we have equal numbers of women on the boards of control of our institutions, there will no longer be any need of discussing the question of equal opportunities, and there will be so much more time for doing things that are better worth while. And so I would have the Association launch at once a definite and concerted campaign for the election and appointment of women on all boards of control of higher institutions and on all boards of education everywhere. When we have thus opened to women the path to actual accomplishment in the field of education, there will be some logic in the valiant efforts we now make to assist promising girls into college, and then on into the graduate school, and into independent research. Until we do it, we are only inviting them to follow a will-o-the-wisp.

So much for the field of higher education. I said two years ago at St. Louis that I believed that so far as this country is concerned the times demand that we shift our point of emphasis. I still think so. Last year in Cleveland we passed a resolution to this effect: "That the Council place on record its belief that in the life of the individual and in the national scheme of education, the training given in the elementary schools is of unexcelled importance; that

the standard of personality and training demanded of teachers in the elementary schools should be no lower than that expected of teachers in secondary schools; and that the salaries paid these teachers should be commensurate with the importance of their function; and that it record further its hope that college departments of education will present to their students the importance of teaching in the elementary schools, and will offer suitable training for this work."

Now passing resolutions is well enough in its way, but unless some effective action is taken by the Association to back up its resolution, nothing is likely to happen. A national committee under the leadership of an exceptionally able chairman is at work upon the task. I wish to make a plea for the cooperation of every member of the Association in carrying out under the direction of this committee the spirit and the purpose of that resolution. That means that as individuals and as groups we must begin asking our colleges why their departments of education do **not** present to their students the importance of teaching in the elementary schools, and why they do **not** offer suitable training for this work, and that we keep on asking that question until we get a satisfactory reply. It means also that we must begin asking parents and taxpayers and boards of education **why** they believe that the most delicate and difficult part of the whole process of education can be best handled by the least mature, least expert workers in the whole field. Here is a task for you, for what it really means is turning our whole present topsy-turvy educational sys-

tem right side up with care.

But even that, it seems to me, important as it is, is not the most important piece of work in the world for us. There is open to us at this moment as an organization devoted primarily to the cause of the higher education of women, an opportunity for world service of measureless possibilities. Shall we have the vision to see and the will to do? I tremble lest we be weighed in the balance and be found wanting.

The world has grown incredibly small since the first of August, 1914. We have lost our "splendid isolation." That is well. It never was splendid, it was always merely selfish. We reach out our hands to have them grasped eagerly, pleadingly, by other hands across every ocean. For ours are full of gold, and theirs are empty. And to them gold spells opportunity, not for the soft raiment of those who dwell in king's houses, but the opportunity to train themselves for the more abundant life of service to their fellows.

We have made ourselves a part of a world federation of university women. If we are to function in that as we should, must not we, by many times the most powerful group numerically and financially in that organization, take upon ourselves the largest task in the world today in the field of higher education, the task, namely, not of opening—others have already done that—but of widening and increasing as rapidly as possible, the opportunity for higher training to the women of the East and the Near East.

The foundations have been laid—not by our hands. Through many years, in thousand of little mission circles all over the land,

little bands of devoted women, at whom some of us have smiled with tolerant condescension, as upon persons of limited vision, have gathered together, with incredible effort and sacrifice, their pitiful offerings and have poured them in a steady and constantly augmenting stream through the channel of the great missionary organizations into the Orient with its teeming millions of women, to whom the door of opportunity has been so hopelessly closed through all the ages. Schools have been built, teachers have been sent, children have been gathered in and taught, until a generation has arisen in whom has been born a great hope—the hope that for them too, as for the women of the West, there may be possible the full, free life of fruitful service.

Is there any other group in the world to whom the appeal for assistance for the higher education of women in the Orient can so fittingly be made as to this one. If opportunity is to be given them it must come for the present from outside their own countries. Japan, so I am told, has recently appropriated some thirty-three millions of dollars for the higher education of men and not one cent for that of women. Until there is created among the Oriental women themselves the necessary leadership, the thought of their nations cannot be changed. And unless the thought of these nations can be changed no real understanding between them and the western nations is possible; and without that there can be no as-

urance of permanent peace in a world in which mechanical invention has made national isolation forever impossible.

It is in the Orient, not in Europe, that the great world problems of the immediate future lie. I can think of no more effective contribution toward the solution of them than that which might be made by an organization such as ours through assistance rendered to the women of the Orient in their struggle for free opportunity for higher education.

These, then, are the main elements in the program I propose for your consideration: a definite, concerted effort to secure for trained women some real share—something which they do not now possess—in the control of education in general, and of higher education in particular, in this country; a thorough-going campaign of education among the colleges and universities, among boards of education, and among school patrons everywhere, as to the crucial importance of the character and training of the teacher in the elementary school; and active and generous assistance to the cause of the higher education of women in the East and the Near East as the most fitting and most effective contribution that we as an organization can make toward the solution of world problems and the bringing about of complete international understanding and permanent world peace.

Respectfully submitted
GERTRUDE S. MARTIN

PROCEEDINGS OF THE THIRTY-SIXTH GENERAL MEETING OF THE ASSOCIATION OF COLLEGIATE ALUMNAE

Pre-convention Meeting of the BOARD OF DIRECTORS Monday afternoon, March 28, 1921

The first meeting of the Board of Directors was held on Monday, March 28, at 2:30 P. M. Besides the President, Mrs. Rosenberry, there were present, Mrs. Pomeroy, Treasurer; Mrs. Martin, Executive Secretary; Mrs. Anderson, Recording Secretary; Dr. Stevens, Vice-President of the N. E. Central Section; Mrs. Swiggett, Vice President of the South Atlantic Section; Mrs. Parrish, Vice President of the Southwest Central Section; and later Mrs. Morgan, Vice President-at-large and Mrs. Wheeler, Vice President of the North Atlantic Section.

On request of the President Dr. Stevens moved, seconded by Mrs. Martin, that the chair be authorized to appoint the following committees for the purpose of facilitating the work of the convention: a committee on the Club House, a committee on Resolutions, a committee on Amendments, a committee on Rules and Procedure. The motion was carried.

The chair reminded the Board that at the convention in St. Louis it had been left to the President to appoint a nominating committee, and that at the Council meeting in Cleveland she had appointed the following, endeavoring to have represented on it various sections of the country: Miss Georgia L. White, Ithaca, chairman; Mrs. Ethel Puffer Howes, New York; Mrs. Theodore Cole, Washington, D. C.; Miss Lucy Stebbins, California; and Mrs. Henry Carter Adams, Ann Arbor. Mrs. Adams had found it impossible to attend this convention and Mrs. W. D. Henderson had been appointed to take her place.

The President then gave a brief ac-

count of the assistance which the Association had been rendering in the collection of the Curie Fund, expressing the opinion that we, as college women, should take part in making this gift. She read a letter from a committee of the New York Branch, presenting in the form of a resolution the request that the National Association endorse the action of the Branch in arranging in cooperation with the Marie Curie Radium Fund Committee a meeting of welcome to Madame Curie in the name of the University women of America and in inviting the other branches of the Association to send representatives to this meeting. Mrs. Pomeroy moved that the New York Branch be made the official representative of the National Association in the welcome to Madame Curie on May 18th and 19th. The motion was seconded and carried.

Mrs. Rosenberry brought up the question of an appeal from the Near East Relief for ten minutes' time for a speaker to present their cause at this convention. After some discussion Dr. Stevens moved that in view of the very large amount of exceedingly important business that must be transacted at this meeting, we adopt as a general policy the ruling that we do not allow speakers for outside organizations to make appeals at this convention. This was seconded and carried.

The chair then brought up the question of the need of another standing committee—one on Publicity. She felt that it was impossible for the publicity of the Association to be adequately cared for except by some person or committee definitely charged with that responsibility. Mrs. Morgan thought such a committee very necessary and was of the opinion that it would be increasingly

so. She thought that it might be a committee of one. Mrs. Morgan moved that the Board recommend to the convention that a standing committee on Publicity be created and that a suitable appropriation be made for it. Mrs. Parrish seconded the motion and it was carried unanimously.

The question of how far the Association has the power to endorse legislation and the sort of legislation it might properly endorse was then brought up. The President reported that one member had questioned the power of the Association to endorse, for example, the Maternity and Infancy Bill. Mrs. Morgan thought that there should be definite machinery set up by which we could back legislation in a constitutional way, either in convention, through committee, or through a legislative representative. She suggested a local Washington person, working with women in all sections, who should be given authority under certain conditions. Mrs. Parrish asked whether we had ever gone on record as limiting ourselves to purely educational measures in legislation. Mrs. Rosenberry replied that so far as she knew we had not.

Mrs. Morgan then gave an account of the organization, on the initiative of the League of Women Voters, of a joint Congressional Committee made up of representatives of various national organizations. This committee, which had held its first meeting in November, 1920, and had been meeting regularly since, is a clearing house for legislation in which women are particularly interested. Thirteen organizations are represented in it. No organization is committed to any particular bill merely because the committee stands for it. There were over twenty bills in all which had been backed by various groups of organizations within the committee. Mrs. Morgan thought it advantageous for our organization to be represented on this committee.

Mrs. Rosenberry asked Mrs. Morgan whether she thought that the Board of

Directors should recommend the appointment of a permanent legislative representative. Mrs. Morgan thought that we should. Mrs. Pomeroy asked if it would seriously delay matters to have our representative go back to the Board before acting. Mrs. Morgan thought it would, that we might even lose an entire session of Congress in so doing. Mrs. Morgan was then asked by the chair to formulate her recommendation for later consideration.

The need of a committee to consider places for the next convention was then brought up. It was moved, seconded, and carried that the Chair appoint such a committee.

The question of our representation on the National Council of Women and the League of Women Voters was then considered. The feeling was generally expressed that we had been keeping up our connection with the National Council of Women primarily because of the international relation; and that since we now have our own international federation, it might be advisable to drop our affiliation with the Council. Mrs. Morgan thought it not necessary to join the League of Women Voters, since we are already working with them in legislative matters through the joint congressional committee. Mrs. Pomeroy felt that we had before us here a broader question than merely our affiliation with any particular organization; that we were determining here a question of general policy. She did not approve of our affiliation with organizations from which we receive nothing and to which we contribute nothing. Dr. Stevens then offered the following motion, which was seconded by Mrs. Pomeroy and carried: That the Board of Directors recommend to the convention that owing to the pressing need of the Association for more extended financial support of its own officers and committees, it shall be the general policy of the Association to be no longer an affiliated member of national

organizations except certain purely educational associations to be decided upon by the convention.

The question of reorganization and the tentative draft of the Constitution and By-laws was then taken up. Mrs. Rosenberg said that she wished to make it quite clear that any part of the proposed constitution is open to change, and that no member of the committee that drew it up held any particular brief for it. What the committee had tried to do was merely to get before the convention a plan as a basis to work from. It was drawn by Mrs. Pomeroy and Mrs. Rosenberg and then sent to Mrs. Martin who had made several changes which had been incorporated. It was then presented to the S. A. C. W. representatives on the joint committee of the two associations who suggested no changes. In drawing it up the suggestions of the regional reorganization committees had been considered as well as those of various individuals.

The question of change of name was then taken up. The proposed name was criticized by various members of the Board but no motion was made to recommend any other name to the convention than that contained in the draft of the proposed constitution and by-laws.

The question of the forms of membership was then considered. No changes in the kinds of membership other than those contained in the proposed draft were suggested. Mrs. Morgan proposed the addition of a provision that general members be permitted only in territory not covered by branches. After discussion it was not deemed wise to recommend this proposal. The rest of the proposed draft of the by-laws was approved for presentation to the convention.

The Board then proceeded to a consideration of the Budget proposed by the Treasurer. The proposed budget was read by the Treasurer who called attention to the fact that several new items had been included, among them \$1250

for dues to the International Federation of University Women and five hundred dollars for the creation of a sinking fund for the purpose of retiring the certificates of indebtedness on the Club House. Attention was called also to the fact that provision would have to be made for the Committee on Publicity if the recommendation of the Board of Directors that such a Committee be created were accepted by the convention.

Since the time for adjournment was at hand it was necessary to postpone further consideration of the budget to the evening meeting. The meeting was then adjourned to 8:30 P. M.

**Adjourned Meeting of the
BOARD OF DIRECTORS
Monday evening, March 28, 1921**

The meeting was called to order by the President at 8:30 P. M.

The first matter taken up was the recommendation in regard to the legislative representative, which Mrs. Morgan had been asked by the President to formulate. Mrs. Morgan presented her recommendation in the form of a motion to the effect "that the Board of Directors recommend that the Association shall have permanently in Washington a legislative representative who shall be empowered to represent the Association in matters involving federal legislation and shall advise the Association on measures which all women should support and those which are broadly educational; that an affirmative vote of the Board of Directors on any measure, after the question had been carefully presented to it by the legislative representative, shall constitute an official endorsement of such measure." This was seconded by Mrs. Swiggett.

Dr. Stevens amended the motion by striking out the words, "Measures which all women should support and those which are broadly educational," and inserting "measures which are of special interest

to the Association.''' This amendment was seconded by Mrs. Parrish. Mrs. Morgan objected to the amendment because she felt that there are two classes of bills in which we should be particularly interested—namely, those affecting the interests of women and children and those that are distinctly educational, and a clear indication as to the kind of legislation she should work on would be helpful to the legislative representative.

After further discussion Mrs. Pomeroy brought out the point that there was reason to believe that the Educational Secretary would be the legislative representative; therefore Mrs. Pomeroy moved that we defer action on this point until an informal discussion of the Educational Secretary should have taken place. This was seconded by Mrs. Anderson and carried.

The first question in connection with the Educational Secretary was the matter of providing a salary for her. Mrs. Pomeroy reminded the Board that at the St. Louis meeting we had voted to set aside fifty cents of the dues of each member for the fellowship fund. This fund had now been so much strengthened by this means that she thought we might now set aside only twenty-five cents for this purpose, leaving the other twenty-five to be devoted to the salary of the Educational Secretary. Mrs. Rosenberry expressed the hope that if a sustaining membership were created some of the money secured in this way might also be used for the salary of the Educational Secretary.

These proposals led to other suggestions from members of the Board as to the best use of the income of the Association. Mrs. Morgan felt that fifty cents of the fee should be turned back to the sectional vice president to be used in the sectional and state work. Mrs. Parrish reported that Kansas City had recommended that seventy-five cents be so turned back. The chair suggested that

we discuss then the advisability of having an educational secretary at all.

Mrs. Henderson thought that it would perhaps be wiser to use our funds to strengthen the work that we are already doing. She thought that one of the things most needed was better financing of the Journal. She thought that much of the work proposed for the educational secretary could be done in the office of the executive secretary if the latter were given a competent assistant to do much of the routine work, thus leaving her more time for the educational work. Mrs. Morgan suggested that some of the detail work might also be taken from the executive secretary's office and might be done in the sections or states.

This led to a discussion of state organization. Mrs. Morgan said that she considered state organization even more important than sectional organization but hardly possible without the larger sectional group. All agreed that the problem in both state and sectional organization is a problem of finance. Most of the members felt that effective state organization could not be quickly secured unless the national could find a way to finance it without imposing any additional burden on the branches. The need for a field secretary was also strongly felt. Mrs. Swiggett thought that an educational secretary would serve in some sense as a field secretary and would bring in new members and increased income. No action was taken at this point in regard to the Educational Secretary.

The budget was then taken up and considered item by item. In connection with the item of five hundred dollars for the Treasurer's office Mrs. Rosenberry spoke of the excellent service that Mrs. Pomeroy had given the Association and announced that Mrs. Pomeroy's resignation was then in the hands of the nominating committee and that she wished to be relieved as soon as she could without inconvenience to the Association.

In connection with the item of Publi-

cations Mrs. Pomeroy said that the Journal had always been the last item provided for. Mrs. Anderson felt strongly that the Journal should receive the most careful consideration, since it furnishes the only direct contact between the individual member and the national association. On motion, consideration of this item was deferred.

Mrs. Wheeler moved, and it was duly seconded and carried, that the items paid to the National Council of Women and to the School Patrons' Department of the N. E. A. be stricken from the budget.

Mrs. Anderson moved that \$125 for the Committee on Pre-professional Requirements be included in the budget. This was seconded and carried.

Dr. Stevens moved, Mrs. Morgan seconding, that the dues of \$1250.00 for the International Federation of University Women be included in the budget. After some discussion the motion was carried.

The matter of providing for the retiring of our certificates of indebtedness on the Club House was next discussed. The officers generally felt that this was an Association project and must be cared for by the national Association, which must guarantee this debt. This item stood.

Mrs. Morgan moved that \$100 instead of \$25.00 be assigned to the Committee on Educational Legislation. This was seconded by Mrs. Parrish and carried.

The item of Publications was again taken up. Mrs. Rosenberry suggested \$6000 for the Journal. Mrs. Morgan thought that a smaller publication than the Journal might be gotten out. Mrs. Anderson thought that it should be at least as large as at present with more space devoted to the branches for the exchange of ideas. Mrs. Pomeroy suggested that we might let this item stand as in the tentative budget which she had prepared at \$2000 and let it go to the floor of the convention to be decided there as the Association wished. This

suggestion was adopted and it was agreed to recommend the budget with the changes that had been proposed.

(Since the budget as recommended will be presented in the proceedings of the convention it is omitted here.)

The matter of a legislative representative was again taken up. Mrs. Morgan's former motion and Dr. Stevens' amendment were re-read. Mrs. Wheeler opposed the motion, inquiring as to how the representative was to be chosen and how our present representative had been chosen. In regard to the latter Mrs. Martin replied that when the need arose for someone to keep us in touch with legislative matters, our vice president, being in Washington and being unusually well informed in this work, had kindly consented to represent us. Mrs. Wheeler moved that this matter be referred to a committee of three appointed by the chair to report at a later time. Mrs. Parrish seconded the motion, which was lost. Dr. Stevens' amendment was then voted upon and carried and the original motion was then passed as amended.

Mrs. Swiggett moved that the legislative representative be appointed by the Board of Directors. This was seconded by Mrs. Pomeroy and carried.

It was unanimously agreed that the matter of an Educational Secretary be left without recommendation for open discussion on the floor of the convention.

On motion the meeting adjourned.

FIRST SESSION OF THE CONVENTION

Tuesday Morning, March 29

The opening session of the convention was called to order at about ten o'clock Tuesday morning, March 29, in the ball room of the Washington Hotel, Washington, D. C., with the president of the association, Mrs. Marvin B. Rosenberry, in the chair.

The president announced that this was officially a Council Meeting, but since all

matters to come before the Council would also come before the Convention she would be glad to entertain a motion that the Council be adjourned.

Such a motion was made, seconded and carried.

The president then announced that the convention was in session and gave notice of the place and time of various meetings, stating that the Wednesday evening meeting would be changed from an open meeting to a Conference of Branches.

Mrs. Theodore Cole, Chairman of the Washington National Club House Committee most cordially extended to all delegates and councillors an invitation to afternoon tea every day at the Club House.

Mrs. Rosenberry then introduced Miss Sibyl Baker, President of the Washington, D. C., Branch, who welcomed the visiting members of the Association to Washington. She pledged the faith of the Washington Branch in the national purposes of the Association, calling attention to the fact that in the Washington Branch there are representatives from all over the United States. She felt that they were welcoming us not to any one city but greeting us at the nation's heart. She personally extended an invitation to the "Tea" to be given by the local branch at the Club House, where Mrs. Coolidge, Mrs. Hoover, and Mrs. Lansing, all members of the Association, were to receive.

Mrs. Rosenberry, in the name of the Association of Collegiate Alumnae accepted the gracious hospitality of the Washington Branch, recalling other occasions on which we had been most delightfully entertained by this Branch.

The regular order of business, beginning with the reports of the general officers, was then taken up. The report of the President, which was the first presented (see pages 118-124 of the February-March issue of the Journal, Vol XIV, Nos. 5 and 6), was followed by prolonged applause.

Mrs. Rosenberry then presented Mrs. Martin as one who works sixteen hours a day for the Association. At the close of her report (printed in this issue) Mrs. Martin moved and Dr. Stevens seconded that the new branches presented in the report be accepted by the Association. This was carried.

The report of the Treasurer was then called for. Mrs. Pomeroy opened her report by stating that she felt that the Association expects the Treasurer to make possible the realization of all the splendid visions and plans outlined in the preceding reports, but that she could only do her best. (For report see pp. 126-141 of the February-March issue of the Journal.) Mrs. Pomeroy moved, and Mrs. Anderson seconded, that this report be received and that the recommendations be considered at the proper time. Carried.

The report of the Recording Secretary was then received. (See p. 125 of the February-March issue of the Journal.)

The last report of the morning session was that of the Vice President-at-large, Mrs. Raymond B. Morgan, who reported informally on her work as the official representative of the Association in its effort to cooperate with the various government bureaus, and as legislative representative on the Women's Joint Congressional Committee. She made a plea for the co-operation of the members of the Association with the Savings Division of the Treasury Department in the thrift education work, particularly by furnishing speakers on thrift for Y. W. C. A. and similar groups. She appealed also for the co-operation of the Association in the educational work of the Public Health Service, asking that we use our influence with medical schools to have them put into their curricula courses in public health; and that our members offer themselves as members of town and borough councils, where they might have opportunity to work effectively on public health problems.

The time for the adjournment of the session was reached before Mrs. Morgan completed her report and the President asked her to continue it at the opening of the afternoon session.

The meeting then adjourned.

TUESDAY AFTERNOON SESSION

The meeting was called to order at 2:15 P. M. The President in the Chair.

Mrs. Morgan, who had been interrupted in the reading of her report now concluded this report, giving an account of the creation of the Women's Joint Legislative Council, of the work that had been done on the Sheppard-Towner Bill, and of the existing situation in Congress in the matter of that measure as well as the bill for the re-classification of the Civil Service, the Employment Service and the Education (former Smith-Towner) Bill.

It was moved by Mrs. Parrish, seconded by Mrs. Swiggett that the reports of the President, the Executive Secretary, the Recording Secretary and the Vice-President at large be accepted and placed on file. Carried.

Announcement was then made by the Chair of the appointment of the following special Committees:

1. Committee on Club House—Mrs. Kluegel Chairman; Miss Comstock, Mrs. H. W. Thompson, Mrs. W. D. Henderson and Miss Humphrey.

2. Committee on Resolutions—Miss Emma Perkins, Miss Kerr and Miss Chandor.

3. Committee on Biennial—Mrs. Trelease, Chairman; Mrs. Finney and Mrs. Achilles.

4. Committee on Amendments—Miss Marion Reilly, Miss Whittaker and Miss Crocker.

5. Committee on Rules and Procedure—Miss Margaret Fish, Miss Churchill and Mrs. George Wahl.

Mrs. Wheeler, Vice-President of the

North Atlantic Section then read her report.

(To be printed later)

It was moved, seconded and carried that this report be accepted and placed on file.

Mrs. Rosenberry announced that since the S. A. C. W. and the A. C. A. were to have a joint Board meeting at three o'clock it would be necessary in the absence of the Sectional Vice Presidents, to postpone their report and take up the reports of the Standing Committees. She then requested Miss Ada Comstock to take the Chair and Mrs. L'Ecluse to take the place of the Recording Secretary.

The report of the Committee on Educational Legislation was the first considered. The Chairman, Mrs. Stanwood, was not present, but had sent a written report. In view of the large number of reports to be received the opinion was expressed that it might be well, in the case of committees whose chairmen were not present to report in person, to receive the report for printing later. It was accordingly moved and seconded that the reports be received and placed on file.

Several persons opposed the motion and the question was put and lost. The report was then read by the Recording Secretary pro tem. It was accepted and ordered filed by the Chair. (To be printed later).

The report of the Committee on Fellowships was read by Miss Maltby.

It was moved, seconded and carried that this report be received and placed on file. (To be printed later).

The report of the Committee on Housing was then given. Mrs. Wood being absent, Mrs. Ethel Puffer Howes read the report, which by motion of Miss Chandor was accepted and placed on file. (To be printed later).

The report of the Committee on International Relations, in the absence of Miss Gildersleeve, the Chairman, was read by Mrs. Parsons. (See pp. 142-146

of the February-March issue of the *Journal*.)

Mrs. Parsons, at Miss Gildersleeve's request, amplified the above report by her own report as Treasurer of the Committee. (To be printed later.)

It was moved, seconded and carried that these reports be received and placed on file.

Miss Thomas moved that the resolutions in the report of the Committee on International Relations be referred to the Committee on Resolutions. Seconded and carried.

The meeting then adjourned.

TUESDAY EVENING SESSION

March 29, 1921

The meeting was called to order at 8:00 P. M. with the president in the chair. The President announced that the session would be devoted to a discussion of the question of the national Club House, and indicated the order in which the reports would be given.

The first report called for was that of Mrs. P. N. Moore, chairman of the Club House Committee.

NATIONAL CLUB HOUSE COMMITTEE REPORT

At the 1919 Convention of the Association of Collegiate Alumnae there was a very decided endorsement of a plan for establishing a National Club and Headquarters in Washington, D. C., presented by Mrs. R. B. Morgan and the Washington members of the Association.

The main object was to extend the power and influence of the Association in its work for the advancement of Education in general, and the widening of opportunity for trained women in particular. It was deemed important to have close cooperation between Government educational service and the Association, which necessitated an executive officer in

Washington, with national headquarters adequately equipped for effective work.

In order to make the Club truly national in character the non-resident membership should represent all parts of the country and all institutions on our accredited list. The Club should be at the same time a center for college and University women both from our own and foreign countries.

With this ideal in view, and with the authority of the Association, the President appointed a working committee to devise a plan for raising money to establish the headquarters.

After careful consideration the committee was convinced that the plans could not be financed out of the present income of the Association. These plans seemed, however, of such vital importance to the future of the Association that an estimate was made and sent immediately to all members, as well as to the Alumnae Associations of the Colleges.

The personnel of the committee as at first formed included Mrs. Morgan, Chairman, with Mrs. Ward and Mrs. Moore of Missouri, Mrs. Parsons of New York, Mrs. Soper of Maryland, Miss Thomas of Pennsylvania, Mrs. Wheeler of Massachusetts, and with the three executive officers of the Association, ex-officio, and an advisory Committee of the Deans of Colleges.

A fine old Colonial house on the north side of Lafayette Square, directly opposite the White House, was secured at once, the option taken quickly in order to prevent its falling into other hands.

This house you have visited and I need not describe it further. We will simply emphasize the fact that it was necessary to take a lease for five years at a rental of \$6500 a year. The lease was guaranteed by members of the Association and the first month's rent was advanced by Miss Thomas.

At the immediate meetings of the Committee financial plans were formed somewhat as follows:

Fixed charges \$8000, including rent \$6500 and interest on loans \$1500.

Initial expenses, \$30,000, including furnishings and working capital, to provide rent and supplies in advance of income from dues and from the house.

The report of the Finance Committee Chairman and the Treasurer will show how these estimates were met.

Permanent Committee

Chairmen of Committees were appointed, who by the rules of the Committee became at once active members of the Board of Management: Finance, House, Membership, Furnishings, and Public Interests.

It was found to be almost impossible to obtain a chairman outside of Washington who could keep in touch with business arrangements, and Mrs. Morgan, who was persuaded against her will to take the chairmanship not only of the House Committee but also of the general management, resigned the general chairmanship, and Mrs. Moore, somewhat permanently in Washington, was elected to that position. Mrs. Hill is Chairman of Finance; Mrs. Wheeler's advice on circulars and her financial assistance were invaluable. Mrs. Pearmain, Chairman of Furnishings, had a reputation in connection with the Boston College Club, which assured us the beautiful setting you realize.

Mrs. Morgan, and at present Mrs. Cole, have given us ideals of a well ordered household. Mrs. O. H. Martin has wonderfully presented the appeal for membership and her report will show success and, as she calls it, failure.

Our Ex-officio members have borne the heat and burden of the day, and we hope some plan may be devised by which they shall be relieved of this added responsibility.

Mrs. Herbert Hoover initiated the Public Interests Committee, Miss Atwater of Washington, Miss Farr of Illinois, Mrs. Hines, Mrs. Slade and Mrs. Vanderlip of

New York, Mrs. Swiggett and Mrs. Wing of Washington, have been added to the Committee, and Mrs. Robert Lansing and Miss Julia Lathrop to the Advisory Committee.

Law Suit

During the summer of 1919 the National Chamber of Commerce approached Mr. Hay, the owner of the House, with an offer to purchase outright. On this account the lease, which had not been signed, but was agreed to through letters of procedure, etc., was refused, and our Counsel advised a law suit, to obtain the lease. Many interests have intervened but the law will probably give us the occupancy of the house not only for the present but for the full five years.

The Counsel requests that Mrs. Morgan be retained in nominal charge of all matters connected with the lease and the lawsuit, since suit was brought under her chairmanship and she is the one mentioned in the entire controversy between Mr. Clarence L. Hay and Associates and the Association of Collegiate Alumnae.

The House was formally opened February 14, 1920. The Board of Management has had monthly meetings from May, 1919, to the present time, the result of which you have received through the Bulletins, and through communications from the membership and finance committees. The Committee on Public Interests has presented national and international subjects, from the first meeting with Mrs. Vernon Kellogg's "Visit to Belgian Lace Towns and Workers" to home and foreign artists in every field. In March, 1920, we had the privilege of entertaining Dr. Caroline Spurgeon of the University of London, President of the International Federation of University Women, who spoke to a large assembly on "The Spirit of England"; and later Dr. Cullis was also a guest of the National Club House.

Committees

The *House Committee*, under various

Chairmen has had financial assistance from the National fund, which will be shown in the report of the Treasurer, and also from the dues of Resident Members up to January 15th, 1921. The Committee has had great difficulties on account of the complex situation of carrying on a club in a city like Washington and at the same time maintaining a national outlook.

This was not always understood but, under the present management and Chairman, is thoroughly appreciated.

This present management from January 15th to April 15th will present a report of vital interest.

The Chairman of *Furnishings* has made, as I said previously, a setting of unusual charm. Provision for this committee was made through gifts and loans, which will also be itemized in the reports of the finance Committee and Treasurer.

The Committee on Non-resident memberships has had an enormous task, with plans made and varied by conditions, with suggestions made by others, also varied by new conditions. The Chairman ends her report with the hope that no one will leave the biennial convention without herself joining and promising to secure at least two new members.

The record of membership has been held in several places, but according to the Treasurer there are to date, March 15th, 1010 non-resident members. As it would need 1300 members at \$5.00 each to pay the rent of \$6500.00 annually, we realize that the Association bears an obligation of weight.

Under the law-suit no rent has been paid since the first month, when the check was accepted by Mr. Hay.

The non-resident dues have been held for the payment of rent but there is an amount of nearly \$6,000 to be provided.

Please note carefully the Treasurer's report.

Finance Committee

The task assigned to this committee was that of raising the necessary funds to equip, furnish and open the Club House.

The money has passed through the A. C. A. Treasury, so that all figures are embodied in the Treasurer's report.

The report is necessary to a correct understanding of the finances, and is therefore, mimeographed; but the Chairman has not mentioned the reason for a seeming discrepancy between the necessary \$30,000 planned, and the \$22,425 raised, due to College "drives" of the past year, and the consequent impossibility of fixing attention on this one phase of obligation.

The A. C. A. Treasurer has had charge of all funds except resident dues. The amounts transmitted to the House Treasurer are itemized and audited by a Public Accountant, so that the two accounts will give a complete report rendered to January 15, 1921, and the receipts and expenditures passing through the accounts of the National Treasurer to March 15th, 1921.

Board of Management Reorganization

This report would not be complete without a statement of recent attempts to remove financial obligations from the Association to the hands of private parties.

In October and November, 1920, the burden became very marked, due to the lack of money for rent, which might be called for by Court action at any moment, and the interest accruing on loans. A proposition was submitted by several persons interested and was sent to the Councillors for vote, which was favorable; but the proposition was not considered satisfactory to some of the members offering the money and a second letter was drafted for submission. This was found impossible for a variety of reasons.

At that time a plan was presented by

the Washington Branch to finance the Club House, including the rent, from January 15th to April 15th. This was accepted by the National Committee, in order that all present expense might be eliminated, and that the Association itself, in convention, might decide upon what basis the Club House is for the future to be conducted.

Some plan must be adopted which will make possible not only the financial conduct of the Club House, but which will at the same time make it the center for the Educational work of the Association, in both its national and international aspects.

Recommendations

The retiring national Committee submits two recommendations:

A. The Educational secretary is essentially the concern of the Association and should in every respect be financed by the Association, while resident at the national Headquarters.

B. The following plan of Organization, including the conduct and personnel of the Board of Management and the financing of the same is submitted in separate form.

It includes the government of the Club and the manner of election of the Board; an Executive Committee with specific functions; a House Committee, a Public Interests Committee, Membership and Finance committees.

The National Committee believes that the Club House should pay its operating expenses, exclusive of rent and interest on loans. Resident dues of \$5000 from 500 members will cover any ordinary deficit.

It was moved and seconded that the report be received and placed on file, and the motion was carried.

Mrs. A. Ross Hill, chairman of the sub-committee on finance of the Club House Committee, then presented her report. Mrs. Hill explained during the reading of her report that since it had been prepared \$50 had been received

from Cornell University women. She called attention also to the fact that Goucher College Alumnae had furnished a room in the Club House and that they should really be credited with \$1183.00, the discrepancy being due to the fact that a part of their money did not pass through the treasurer's hands.

With a guarantee fund of \$5000 for replacement of furniture and additional equipment, the general financing would be assured.

The national Committee hopes that the Association, through its constituent organizations, the Branches, the Colleges and the Alumnae Associations, will see to the establishment of the national Club House, its policy and financing, in order that the United States may be a part of the delightful international exchange already established in England and France.

Respectfully submitted,

EVA PERRY MOORE,

Chairman National Club
House Committee

It was moved and seconded that the report be accepted and placed on file, and the motion was carried.

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STATEMENT

SUB-COMMITTEE ON FINANCE

A. C. A. NATIONAL CLUB HOUSE COMMITTEE

As Chairman of the Finance Committee of the National Club House Committee of the Association of Collegiate

Alumnae, I beg leave to submit the following report:

1. The task assigned to this Committee was that of raising the necessary funds to equip, furnish and open the Club House. It was not the task of this committee to supervise the expenditure of the funds. The money has all passed through the A. C. A. treasury, so that all figures are embodied in the Treasurer's report. The Treasurer's report also shows certain additional sums which are not included in this report. These sums were advanced from time to time to meet emergencies, and were repaid when the treasury permitted.

Soon after we secured possession of the Club House, the Committee realized that considerable money would have to be raised quickly in order to pay for the furniture, so at the meeting of the Committee in September, 1919, the representatives of the Alumnae of Smith, Wellesley, Vassar, and Bryn Mawr, pledged themselves to secure at once \$3,000 each, and Radcliffe and Barnard \$1500 each, making \$15,000 for immediate use. Smith, Wellesley, Vassar and Radcliffe have completed their pledges. In some cases individual alumnae advanced as much as \$1500 each, in order that their college should bear its part of this responsibility and privilege. The Alumnae of other colleges contributed generously later.

2. The money has been contributed in the form of gifts and loans.

Amount contributed in gifts--\$12525.50

Amount contributed in loans-- 9900.00

\$22425.50

The loans are secured by Certificates of indebtedness which are of twenty years duration, and bear six per cent interest.

The Committee is pleased to report that all bills contracted before January 15, 1921, are paid. This is the date when the Washington Branch took over the control of the Club House for three months.

More funds will be needed in the fu-

ture, and this Committee hopes that the members of the Association of Collegiate Alumnae will see the great future of the Club House, and will feel disposed to send in more contributions to the Treasurer.

Respectfully submitted,

VASSIE J. HILL

Chairman.

3. The amounts contributed by the various College Alumnae or Branches of the A. C. A. are as follows:

	Gifts	Loans	Total
Wellesley	\$3807.90	\$1200.00	\$5007.90
Vassar	1955.00	1100.00	3055.00
Bryn Mawr	675.00	1500.00	2175.00
Barnard	200.00	200.00	400.00
Radcliffe	512.00	1000.00	1512.00
Mass. Inst. of Tech.	500.00		500.00
Chicago University	655.00	500.00	1155.00
Stanford University	100.00	500.00	600.00
Mt. Holyoke	500.00		500.00
Elmira	1813.78		1813.78
University of Missouri		200.00	200.00
University of Kansas	55.00		55.00
Michigan	525.00		525.00
Goucher	170.50		170.50
Trinity	370.00		370.00
Wisconsin	102.00		102.00
Smith College	25.00	3300.00	3325.00
Kansas City (Missouri) Branch		300.00	300.00
Central Missouri Branch		100.00	100.00
Washington Branch	554.32		554.32
Miscellaneous (Miss A. B. Gould)	5.00		5.00
	<hr/>	<hr/>	<hr/>
	\$12525.50	\$9900.00	\$22425.50

Miss Chandor moved, with Mrs. Anderson seconding, that the report be accepted and placed on file. The motion was carried.

The President asked Mrs. Pomeroy to

supplement Mrs. Hill's report with a report of the money that had passed through her hands as treasurer of the club house account. Mrs. Pomeroy presented the report (See Journal, vol 14, No. 5-6, pp. 136-8.), stating by way of interpolation that the credit of the committee had often been saved by the generosity of Mrs. Hill and Mrs. Wheeler, both of whom had put their bank accounts at the disposal of the committee at critical times during this period. It was moved and seconded that Mrs. Pomeroy's report as treasurer of the Club House account be accepted. Mrs. Morgan called attention to the fact that the three months' rent which had been assumed by the Washington Branch should be deducted from the amount to be provided for rent. With this correction the report was accepted.

The report of Mrs. Orville H. Martin, chairman of the sub-committee on non-resident membership was read by Mrs. J. C. Parrish, representing Mrs. Martin, who was unable to be present. (Report to be printed.) Mrs. Rosenberry commented on the immense amount of work that was represented in the few pages of Mrs. Martin's report. It was moved, seconded and carried that the report be accepted and placed on file.

The President then called for the report of the chairman of the house committee, Mrs. Theodore Cole. Mrs. Cole presented her report. Mrs. Wahl moved that the report be accepted with appreciation and placed on file.

Miss Dean seconded the motion and it was carried.

The report of the house treasurer was presented by Mrs. Margaret Goodwin Graham, showing for the three months, not yet quite completed, of the management by the Washington Branch, a profit on the house, even with the necessary sums set aside for rent and interest. It was moved, seconded, and carried that the report be accepted and placed on file.

The Chair then announced that the

meeting was open for the discussion of any matter presented up to that time or for the presentation of any plans for the future conduct of the club house.

No question being raised about any of the matters already presented, Mrs. Moore chairman of the National Club House Committee, announced that at the last meeting of the Committee, it had been requested that the Committee prepare some plan to lay before the convention, at least as a basis for discussion, and the following plan had been prepared.

**CLUB HOUSE PLAN
RECOMMENDED BY THE
NATIONAL CLUB HOUSE
COMMITTEE
ORGANIZATION**

The Club shall be governed by a Board of Managers, including a Secretary and Treasurer who shall be, during term of service, resident in Washington.

The President and Educational Secretary of the A. C. A. shall be ex-officio members of this Board.

Other members shall be fifteen in number, of whom nine may be non-resident and six shall be resident. They shall be elected at the Biennial meeting (except in 1921) on nomination from members of the Club, the names to be submitted to a nominating committee of Club members not on the Board of Managers, effective after 1921. Club members shall be interpreted to mean all members, both resident and non-resident, including those who are associate members of branches.

The Board shall meet three times a year in Washington, and also at the time and place of the Biennial. Seven members shall constitute a quorum. (Note that it takes at least one non-resident member to make a quorum.)

Executive Committee

There shall be an Executive Committee of the Board of Managers to attend to the current business of the Club. They

shall not decide matters involving wide questions of policy or expenditure outside the budget and on the motion of any two members of this committee, any question under discussion must be submitted in writing to all members of the Board. When a question is submitted to the out-of-town members in this way, they shall either send their opinion in writing to the Chairman, or call for a full meeting of the Committee, within a stated time.

The Executive Committee shall consist of nine members. Six of these shall be the six resident members of the Board one shall be a non-resident member from a nearby town, and the other two shall be the Educational Secretary and the Chairman of the House Committee. The Secretary of the Board shall be Secretary of the Executive Committee.

House Committee

The House Committee shall be appointed by the *Executive Committee* and shall consist of not less than six nor more than nine members.

The Treasurer of the Board shall be Treasurer of the House Committee.

The House Committee shall have the duties usually pertaining to the detailed management of a Club house.

Public Interests Committee

The Committee on Public Interests shall be appointed by the *Executive Committee*. It shall work in cooperation with the House Committee.

There shall be a *Membership Committee* and a *Finance Committee*.

FINANCE

The National Committee believes that the Club House should be so conducted as to pay its operating expenses exclusive of rent and interest on loans, and that it can be made to do so, without detriment to the best interests of the Club. Resident dues of \$5000 from 500 members will cover any ordinary deficit from lean months, and any surplus can be used towards rent or a sinking fund.

With a guarantee fund of \$5000 for additional equipment and repairs, and of \$4000 for the rent until the time when the non-resident membership is sufficiently large and stable to carry it, the Club House would be amply financed.

The Committee further recommends an initiation fee of \$10 for resident members, the disposition of this fund to be determined by the Finance Committee.

The Chair announced that the matter was open for discussion.

Miss Thomas asked whether there were any other plans to be presented and suggested that if there were they be presented before the discussion should be entered upon.

No other plans being offered from the floor, the President said that she had a plan which she would present for what it might be worth; that while she was not attached to any feature of it particularly it might possibly contain some points that would be worthy of consideration. The President then read the following proposals.

Some points in a plan for operating a National Club House at Washington under the auspices and with the authorization of the Association of Collegiate Alumnae.

The Board of Managers (to take the place of the National Club House Committee) shall be composed of not more than ten persons of whom one shall be the President of the A. C. A., the nine others to be appointed by the Board of Directors of the A. C. A. on recommendation from the Alumnae Association of each college or university contributing more than \$1,000 to the furnishing or support of the Club House. In case more than nine colleges or universities recommended such person on the terms given above, the Board of Directors shall choose nine from the total list submitted. This new Board is to have the exclusive

management and operation of the Club House and be charged with the duty of enforcing the rules for the government of the Club House which have been prescribed or shall be prescribed by the Association through its Board of Directors by and with the consent of the Board of Managers.

The Board of Managers shall meet once in ----- months at the Club House in Washington.

Of this Board of Managers there shall be chosen by the Board itself a house committee of not more than five members who shall have the immediate supervision of the Club House and must be resident in Washington. This house committee will, of course, keep in constant touch with the manager of the Club House, who shall be chosen by them and appointed by the Board of Managers on their recommendation.

The Board of Managers shall appoint a Public Interests Committee for the Club House whose duty it shall be to see that arrangements are made for such functions at the Club House as shall be suitable for a National Club House. This Public Interests Committee shall have as its chairman a member of the Board of Managers, but the other members may be chosen from the membership of the Association of Collegiate Alumnae resident in Washington either temporarily or permanently.

The Board of Managers shall serve for four years beginning with the 15th of April, 1921, if possible.

Questions on the National Club House which must be considered in any solution of the problem.

1. How shall a sinking fund be provided for the retirement of the outstanding certificates of indebtedness?

2. How shall a margin be provided to carry the Club House over the summer months when its patronage has been shown to be so limited?

3. What proportion of the rooms should be rented permanently? Or if not rented permanently, for what length of time should they be rented?

4. Shall the resident membership be unlimited?

5. Shall the Association consider the purchase of another house since our lease of the one we occupy will certainly be terminated July 1, 1924?

6. Shall the Club House be continued in Washington? If not, where shall it go? In case of its removal, what shall be done with the resident memberships?

7. How can \$5300 be raised to pay the rent now due and not provided for by non-resident memberships?

8. How shall our counsel be paid?

Mrs. Moore moved that the questions contained in the plan just presented be taken up first. Miss Chandor seconded the motion and it was carried.

Mrs. Rosenberry then re-read the first question. In connection with this she said that the faith of the Association is pledged to the payment of the certificates of indebtedness on the Club House. When the certificates were given it was with the hope that they could be paid out of the proceeds of the club, and ultimately it is certain that they could be. No one doubts that the club is a success and that it can be even a greater success. In order that the security of these certificates may be quite certain, however, there will be in the budget to be presented an item of \$500 for the retirement of one twentieth of the certificates for \$10,000, indicated in the report of Mrs. Hill. If every year for twenty years this amount can be set aside, these certificates can all be retired; but if there is another way to provide a sinking fund for their retirement, it will be better, because so much needs to be done with the small income of the Association.

Mrs. Cole suggested that the initiation fees might be used for this purpose of providing a sinking fund. With an initiation fee of ten dollars only fifty new members would be needed each year to take care of the matter.

Miss Faulkner suggested that the life membership fees be used for the pur-

pose. Miss Deal suggested that each of the resident members be asked to pay one dollar more, thus creating a fund of more than five hundred dollars a year, but Mrs. Morgan reminded her that if the membership fee were increased to more than ten dollars, the club would be subject to the income tax.

The discussion drifted for a few moments to the question of the desirability of a very large resident membership but came back to the possibility of life memberships as a source for the creation of a sinking fund. Mrs. Swormstedt then moved that during the next two years an effort be made to secure life memberships and that the fees thus received be set aside towards the reduction of the debt; that the initiation fees, if it is decided to have an initiation fee, shall be added to the fund and that the Association hold itself responsible for making up any deficit between what we receive from these sources and the five hundred dollars a year.

The President asked that the first part of the motion be taken up first; namely that the life membership funds now in the treasury and those which may be obtained by special effort during the next two years, be set aside as a fund toward the retiring of the outstanding certificates of indebtedness up to the amount of five hundred dollars. Miss Faulkner seconded the motion.

Mrs. Swormstedt explained that she limited the proposal to two years because she thought that the undertaking is still in an experimental stage and that the next two years will either "make it or break it." By the end of that time we shall know whether and how much the house will pay and at the next biennial any other arrangements can be made that may seem desirable.

The question was raised by Miss Johnson whether the Association had the right to spend anything but the income of the life membership fund. If at the end of any term the life membership capital

fund has been spent and the club house goes out of existence the Association would be left with a real money indebtedness to all those who had paid life memberships and were entitled to a life use of the organization; whereas, if the capital fund were invested and the club went out of existence, it could be returned untouched to those who had paid it in.

The President thought that a legal question might be involved here and that the matter ought perhaps to be referred to the Special Committee on the Club House unless the members wished to vote on it now.

Miss Van Hoesen asked whether we might not discuss other alternatives—the initiation fee for example. The President asked whether she wished to offer a substitute motion. Miss Van Hoesen then moved as a substitute that an initiation fee of ten dollars be assessed on all new resident members, beginning with the new fiscal year and that the fund so created, to the amount of five hundred dollars annually, be used toward paying off the certificates as they came due. Miss Breed seconded the motion.

Mrs. Henderson suggested that since we are not absolutely certain that five hundred dollars will be obtained annually through initiation fees, this ought not to be depended on as a substitute for the five hundred dollars which it had been proposed to include in the budget, and that it would perhaps be better to allow the five hundred dollars to stand in the budget and then reimburse the Association with the five hundred dollars which it is hoped will be obtained from initiation fees.

Mrs. Pomeroy said that she felt very strongly, much as she deplored the necessity of doing it because of limited resources, that the certificates of indebtedness are the obligation of the Association and that we should provide by some certain route for their retirement. It would be more businesslike to make that

provision through our budget and then apply the initiation fee to reimbursing the treasury.

Miss Breed said that she disliked very much the idea of having the Association treasury supplied from funds of the club house. It should rather be the other way about. In seconding the motion, she had had in mind to offer an additional motion to the effect that if in any one year the initiation fees should fall short of the necessary five hundred dollars the deficit should be made up from the Association treasury.

The President then asked whether the delegates were ready for the substitute motion, which was that the resident members should be subject to an initiation fee of ten dollars, beginning with June 1st, 1921, these fees to be used for the creation of a sinking fund to retire the outstanding certificates of indebtedness at the rate of five hundred dollars per year. A viva voce vote was taken, the result of which was in doubt. A rising vote was then taken and the motion was lost.

The discussion then returned to the original motion, which was that the life membership funds now in the treasury and those to be obtained by a special effort to be made during the next two years be set aside as a sinking fund for the retirement of the certificates of indebtedness.

Miss Coats moved that the matter be referred to the special committee on the Club House for legal advice and information on the question. The motion was seconded and unanimously carried.

Mrs. Rosenberry said that she would like to take up the questions in the plan out of their regular order if the convention would permit, and to come at once to the question, 'Shall we buy a club house?' She wished to speak to that question at this time. She said that it is evident to everyone that no matter how the pending law-suit may result, we cannot hope to retain

possession of the house after July 1, 1924, when the five year lease will have terminated. Even should we wish to purchase the property, the National Chamber of Commerce, which has purchased the corner property and has negotiated for the purchase of our property, will have a prior claim; and if it were a question of the purchase of this property, we should have to consider carefully whether it is for our purposes the best that can be found.

"There is available at this moment," the President added, "a property which, if the Association can swing it, it can buy. This is the City Club on the next street, backing up to the club house where we are now. The City Club wishes to build on another site. Tomorrow its Board of Directors meets to determine whether they shall go ahead or not. In the meantime your President, who is often accused of very high-handed proceedings, took the matter somewhat into her own hands and got an option on the property for twenty days. That option we now have. The City Club building is much larger than our present one. It has twenty-two bed-rooms, lounges, dining-rooms, committee rooms—all sorts of opportunities that the present club does not have. It affords the possibility of a much larger income in the permanent rental of rooms, and the possibility of income from rental to committees, organizations, etc. It is possible for members of the convention to see the City Club and for a group to have luncheon there Friday if they desire. The price of the property is set at \$175,000. It can probably be gotten for less, though this is not official. The terms would not be difficult—that is, the amount to be paid down would not be large.

"There is, then, a possibility of buying this property. May I say that the advice of those best able to judge here in the city of real estate values is that the property will never depreciate; that

it will rather appreciate. Would this convention like to consider the purchase of a club house in Washington? That is the first question."

Mrs. Wahl thought that it would be an admirable idea to purchase a club house and that it could be financed by the issue of bonds in sums of one hundred, five hundred, or one thousand dollars each, to be taken by the members of the Association.

Mrs. Rosenberry thought that the method of financing the project was not so important now as to determine whether we believe we ought to own a club house. She thought there was no question that many persons would be interested in a club house that we own who would not be interested in a rented building.

Mrs. Morgan asked when the City Club might give possession in the event that we decided that we wished to buy that property, and the President replied that they had planned at first to have their building ready by December 1, 1921, but that it was evident that that would be impossible. She thought that possession with time for repairs, could be had perhaps by June 1, 1922.

Mrs. Kluegel thought that the biggest thing the A. C. A. could do would be to buy a club house in Washington. "What we need now," she said, "is a unifying spirit, something to visualize what we stand for; and if we, as college women, stand for anything at all in America we must stand for a united American spirit, and I think that our club house here will do that for us."

Mrs. Ransom said that she thought that the most unifying thing that we can present to our distant members is the idea of a club house. It appeals to our members as a clearing house for educational purposes and should be situated in our capital city.

The President said that Miss Shirley Farr embodies in her person both the resident and non-resident point of view, and asked Miss Farr to speak.

Miss Farr said that she had lived at the house for almost three months and had given much consideration to the matter. She continued, "It is evident that a larger number of bed rooms would mean a larger income without necessarily much more overhead expense. It is evident that rooms for committees are necessary. The kitchen accommodations at present are not equal to the number who desire to eat at the club house. I feel that there is a place for a permanent A. C. A. club house in Washington. Assemblies of women are very cautious about undertaking financial obligations but that is no reason why we should not do it."

Mrs. Rosenberry then asked Mrs. Pearmain's judgment about the matter, saying that Mrs. Pearmain had had much to do with financing the work of the Boston College Club, which now owns four houses. She added that we also owe to Mrs. Pearmain the beauty of our club house and that the Association can never repay her for the time and money and devotion that have gone into the furnishing of the house. (Prolonged applause) "Mrs. Pearmain," continued Mrs. Rosenberry, "is a past president of the Association. May we not ask for a rising vote of thanks to her for her efforts." (The rising vote was given.)

Mrs. Pearmain then said, replying to the request of the President, that she was quite sure that the Association could swing the undertaking and that it would find the financing comparatively easy. The first mortgage, she suggested, should be placed with a trust company and perhaps also the second mortgage, though it is well for the members to own the second mortgage, if possible, because it gives them an interest in the matter. She had been over the club house and felt that it was well adapted to the needs of the Association. It was her judgment that we had better go ahead and see what could be done toward making this a

financial success and that we had better purchase the house.

Dr. Green of Washington said that she had felt ever since the Club House idea was broached that it was poor policy for a body of women, national in scope, to put any money into a rented property if there were a chance of buying property.

The President said that she would be glad to entertain a motion as to the sense of the meeting in regard to the matter.

Mrs. Pearmain then moved that the matter be referred to a special committee, with the understanding that it be the sense of the meeting that the Association of Colligate Alumnae would like to own its own house in Washington.

Miss Farr seconded the motion.

Mrs. Howes said that she did not quite understand what action the combination of dates would bring about. Supposing the City Club did come into our possession in 1922, how about our five-year lease, which is to terminate in 1924? Mrs. Rosenberry replied that that would have to be taken up with our counsel, who is just now out of the city. She felt that there was no doubt that the present owners would be glad to be relieved of us at an earlier time than at the expiration of the five year lease. (Laughter)

Miss Faulkner asked whether the special committee to whom the matter was referred by the motion could render a report to the convention before its close, and the President replied that it was understood that this was to be done on Friday.

The motion was then put and unanimously carried.

The President then asked whether the convention wished to take up the other questions or whether they wished to refer them to the special committee.

Mrs. Morgan said that even if the special committee should bring in a favorable report on the matter of the purchase we should still have the question

of the conduct of the club house until the first of June, 1922, to determine, and she moved that the convention consider the plan presented by the National Club House Committee for the conduct of the club house for next year. Miss Chandor seconded the motion.

The President said that the motion just passed had been to refer both the plan presented by the President and that presented by the National Club House Committee to the special committee on the club house, their report to be made a special order of business before the close of the convention.

Mrs. Howes thought that it would be desirable to have an expression of opinion on the part of the delegates present as to the various points involved in these two reports. She thought that before the special committee considers them and brings in its report the members of the committee really should have the sense of the meeting before them.

Mrs. Rosenberry asked whether there was further discussion in regard to the matter.

Mrs. Cole, chairman of the house committee of the club house, said that she was authorized as councillor for the Washington Branch to say that the Washington Branch offers no plan of its own but that it endorses the plan of the National Committee, and if it is thought best the Washington Branch would undertake to find underwriters for some part of the money needed, though they could not say just how much they could undertake.

Mrs. Rosenberry said that the idea of the reference to the special committee was not to smother discussion or debate. The committee, she said, would call in people for conference, would hold a hearing, or would do anything else to secure the widest possible expression of opinion before any final action was taken.

Mrs. Howes thought that discussion previous to the meeting of the special committee was necessary. Mrs. Ransom

agreed with the last speaker. She suggested that the matter be discussed in the convention before the meeting of the committee.

Mrs. Sidwell asked for the personnel of the committee. Mrs. Rosenberry gave the personnel as follows: Mrs. Kluegel of San Francisco, chairman; Miss Comstock, Mrs. Henderson, Mrs. Thompson, and Miss Humphrey. She added that the chair had had in mind in appointing the committee to secure representation for the different parts of the country and to have at the same time persons who could bring a fresh mind to the club house problem. It was intended that the committee should be here tonight to listen to this discussion. She thought, however, that Mrs. Howes' point was well taken. The only difficulty is that the convention must close on Friday. It would be possible to postpone the discussion until a later time to be designated, but if that were done, it should be done now.

Miss Breed said that she did not understand the difference between the two plans. She thought that the plan as outlined by the President suffered by not having been written out and passed around. She would like to ask the chairman to outline the two plans. In reply Mrs. Rosenberry said that she had never seen the plan of the National Club House Committee until that evening. Her own plan she had hesitated to commit to mimeographing until it had been presented to the delegates. She held no special brief for it and she did not wish the fact that it came from the Chair to have undue weight with the delegates.

Proceeding then with the explanation of the plan, she said that she had thought the term Board of Managers was rather better for the responsible body in charge of the Club House than the National Club House Committee, which was an informal sort of organization. According to her plan the Board of Managers was to consist of not more than ten persons one of whom should be the President of

the Association, the other nine to be appointed by the Board of Directors of the Association on the recommendation of each Alumnae Association contributing more than \$1000 to the furnishing or support of the Club House. As had been seen from the reports of the morning, the women's colleges had borne the brunt of the expense. With the exception of the University of Chicago, there has been none but women's colleges that have contributed more than a thousand dollars to the enterprise. Seven colleges had so contributed. In regard to the number of persons suggested for the Board, there was nothing fixed about it but ten seemed to be a good working number. The next proposal is clear:

"This new Board is to have the exclusive management and operation of the Club House and be charged with the duty of enforcing the rules for the government of the Club House which have been prescribed or shall be prescribed by the Association through its Board of Directors by and with the consent of the Board of Managers."

"The Board of Managers shall meet once in ----- months at the Club House in Washington."

In regard to the place of meeting the President felt very strongly that the meeting should be where the club house is. It is necessary that they keep in close touch with the Manager and with the House Committee and that they have their report directly from the people who do the work.

In regard to the House Committee of five chosen by the Board itself from its resident members it should be noted that, having been nominated by their alumnae associations and appointed by the Board of Directors of the Association of Collegiate Alumnae they are representative of both groups.

"The Board of Managers shall appoint a Public Interests Committee for the Club House whose duty it shall be to see that arrangements are made for such

functions at the Club House as shall be suitable for a National Club House.”

That, perhaps, has a little bit of history back of it. There are things which one does in the college club of Madison or Milwaukee which one does not do in Washington. Those questions have come before the House Committee here in Washington, and they have solved them wisely, I think.

“The Public Interests Committee shall have as its chairman a member of the Board of Managers, but the other members may be chosen from the membership of the Association of Collegiate Alumnae resident in Washington either temporarily or permanently.

“The Board of Managers shall serve for four years beginning with the 15th of April, 1921, if possible.”

Now that, in a way, answers Mrs. Morgan’s question of who should operate the Club House between now and June, 1922. That is, whoever is chosen would be chosen for this Board of Managers, and they would go forward with this project.

Mrs. Howes thought that the plan of the National Club House Committee had not received quite the same explanation as the President’s plan. Mrs. Rosenberry then asked that the other plan be outlined and called on Mrs. Moore to make the statement in regard to it.

In responding to the request Mrs. Moore said that the plan of the National Club House Committee differed in one or two respects quite distinctly from that of the President. In the latter the appointment or nomination of the Board of Managers comes from the organizations that have given the money. It is really a financial appointment, and she did not think it as democratic as the appointment by the club members. She knew of no organization that would elect its officers or Board of Managers outside its membership. Its membership must do the electing—that is one point. The second is that the executive committee, chosen from the Board of Managers provides a

better working body and a better method of procedure than to go directly from the Board of Managers to the House Committee. Those were the two points that she thought especially important and that should be emphasized now in discussion.

Mrs. Kluegel, chairman of the special committee on the matter of the club house, asked whether there might be a stated time when the discussion of the plans might take place, the committee to meet afterward. Mrs. Rosenberry replied that if the committee asked for a special session it would be in order to take the question up. Miss Van Hoësen asked whether it would be possible for the committee to hold a hearing. Mrs. Rosenberry replied that that could be decided after the plans had been definitely referred to the committee. She then asked that all in favor of referring the two plans, and any others that may come in, to the special committee, to be reported on at a later time should signify it by saying “aye.” The vote was unanimous in the affirmative.

The President asked the chairman of the special committee whether she would like to have a hearing in addition to the special session, and if so, whether she wished the hearing or the session first. Mrs. Kluegel replied that a special session and then a hearing would be desirable. Some discussion followed about the time and then Mrs. Kluegel moved that the convention consider the questions concerned with the club house the following afternoon from 2:00 to 3:30, and postpone the branch conference until the evening. Mrs. Ransom seconded the motion and it was carried.

Mrs. Rosenberry announced that the meeting the following morning would be devoted to the matter of reorganization and the amendment of the by-laws.

The meeting was then adjourned at 10:50 o’clock P. M.

MEETING OF THE COUNCIL**Wednesday Morning, March 30, 1921**

The first meeting on Wednesday morning was the meeting of the Council, which convened at 9:06 A. M. with the President in the chair. The President announced that twenty-eight were present and that, since only fifteen were required for a quorum, we could proceed to business. The business to come before the Council was the report of the Committee on the Recognition of Colleges and Universities with its recommendations in regard to the acceptance of new colleges.

Dean F. Louise Nardin, Chairman of the Committee on the Recognition of Colleges and Universities, presented that part of her report dealing with the recommendation of new colleges. Those on the list which the Committee presented were all on the accredited list of the Association of American Universities and had all been examined by the Committee on Recognition to learn whether they conformed to the additional requirements of the Association affecting the status of women in the institutions. The Committee had satisfied itself that under the instructions given it by the Association for the conduct of its work, the following institutions should be recommended for admission: Agnes Scott College, Decatur, Georgia; Hamline University, St. Paul, Minn.; Illinois Woman's College, Jacksonville, Ill.; Middlebury College, Middlebury, Vt.; Tulane University, including Sophie Newcomb College, New Orleans, La.; Washburn College, Topeka, Kan.; Western College for Women, Oxford, Ohio; University of Idaho, Moscow, Ida.; University of Kentucky, Lexington, Ky.; University of Nevada, Reno, Nev.; University of Pittsburgh, Pittsburgh, Pa.; University of West Virginia, Morgantown, W. Va.

President Thomas inquired by what the Committee had been guided in mak-

ing its recommendation; the institutions named were so different in academic standing. Dean Nardin replied that in the matter of academic standing the Committee had had to be guided, under its instructions, by the fact that the institutions were on the accredited list of the Association of American Universities. President Thomas protested that that was no academic guarantee at all, because the Association of American Universities admitted any college. She asked whether the matter could not be left over until new rules for the guidance of the Committee could be formulated. She expressed doubt especially about the University of Idaho and asked whether action could be postponed. Mrs. Rosenberry replied that that would be possible if the Council saw fit to do it.

Dean Nardin explained further that the Committee had considered the possibility of giving up the list of the Association of American Universities as a basis for academic rating and had faced the alternative, asking itself whether the Association could again, as it did earlier in its history, undertake to make its own formulation of standards and its own investigations, and consequently its own list. Whatever list is made should be made by an agency commanding respect. This the National Association does, but this is but one of the requirements for such an agency. It should be so equipped with the services of experts and with money for making the necessary trips that it can promptly, and repeatedly, if necessary, and thoroughly make the needed investigations. The committee felt that it was impossible for the Association to command the expert service and the funds to undertake such prompt and thorough investigation.

Miss Prichard asked whether we still had the requirement that there should be women occupying full professorships. The President replied that in general we made that requirement. Miss Prichard said that she did not believe that this

condition was met in all the institutions mentioned. The chairman of the Committee said that the requirement was not a rigid requirement that there should be women full professors but that it was rather the recognition of women in the faculty that was noted. Individuals are not usually called into faculties as full professors. It requires time. The Committee has tried to satisfy itself that the institution offers opportunity for the appointment and advancement of women in the faculty.

Miss Prichard said that she is interested in the case of West Virginia. She hoped that the institution is coming in, but there is only one associate professorship held by a woman, the head of the department of Home Economics.

Dean Nardin replied that that was true but that the Committee had the statement of the institution in regard to its policy in this matter and that it was to the effect that no discrimination would be made on the ground of sex. She added that there are limits to the pressure that we can bring to bear on institutions for the appointment of women until we can show them the women who should be appointed. We have introduced a particular method of trying to discover what the policy of an institution really is. We have asked the dates of the original appointment, the rank of original appointment, and the date of each promotion. We feel that we can in this way discover the institutions that keep women lingering in subordinate positions and can find out something about the type of woman they are delaying. That seemed to be the best thing. The Committee desires to deal as liberally and as justly as is desirable and necessary in this matter.

The President asked the chairman of the Committee how many of the institutions recommended came within the territory of the Southern Association. Dean Nardin said that there were four. She added that four were state universities, four were women's colleges, and two

were practically municipal universities—namely: Hamline and the University of Pittsburgh.

The President asked Dean White, a member of the Committee, to express her views. Dean White said that she thought that the Chairman had fully represented the committee. Dean Nardin then asked that Miss Lord, the senior member of the Committee, should express her opinion.

Miss Lord said that she appreciated the privilege of the floor, although not a member of the Council at present. She said that she felt that the committee had done all that was possible under the limitations under which it had had to act. She said that she was much in sympathy with a possible reorganization of the policy of the Association in regard to this very difficult question. The Committee has, she thought, practised the utmost conservatism consistent with justice to the institutions under investigation. She felt that the list is as conservative and as inclusive as possible in all fairness and justice.

President Rosenberry asked whether Vanderbilt University had been investigated. Dean Nardin replied that it had not because Vanderbilt had shown no interest in the Association. This was true also with the University of Tennessee.

Mrs. Pomeroy asked in what particulars these institutions which the Committee was recommending failed to meet our special requirements. Dean Nardin replied that no institution had yet been recommended that did not meet the additional requirements. Miss Thomas asked whether the University of Idaho and the University of Nevada had been considered as to their standing in comparison with the other colleges. She also asked whether it would be possible to delay action in the case of any institution if there were a question about it. Dean Nardin replied that since the Committee had been instructed by the convention to use the list of the Association of Ameri-

can Universities as a basis for academic rating, it had not felt free to raise the question of academic standing once the institution had passed that test. Nor did she see how the Committee could raise the academic question unless it were prepared itself to determine the academic rating.

President Thomas withdrew her objection, saying that she did not see what the Association could do except to accept this list and then consider the whole question later.

Dean Nardin said that the Committee is in entire sympathy with that. They have been asking for a year for a Committee on Standards to take up this whole matter.

The President said that she had had two talks on this subject with Dr. Capen of the American Council on Education. He thought that a Committee on Standards as well as a Committee on Recognition was very desirable and that through these committees the Association might do a real service to higher education in general. Such a committee on Standards is included in the proposed reorganization plans, and this matter might well be left, therefore, to the convention. Just now the matter before the Council was the acceptance of this report and the voting in of the recommended colleges.

Mrs. Pomeroy moved the acceptance of the report and the acceptance of the colleges named; also that the Council recommend to the convention the organization of a Committee on Standards to be set to work at once. The motion was seconded by Mrs. Trelease. Mrs. Beahan asked that the list of colleges be re-read. This was done.

Miss Prichard said that the Branch in West Virginia had told the University that they would use their influence to prevent the acceptance of the University by the Association until a woman was given a full professorship in that institution. They, of course wanted West

Virginia to come in but they wanted it to be understood that such an appointment would be made. President Thomas urged that we hold up West Virginia for a little while until we get a full professorship there. Dean Nardin asked whether there was a woman ready for the promotion, not in the institution necessarily, but in the state. She remarked that that is what institutions are likely to ask. Miss Prichard said that she did not like to expose all the skeletons in their closet but that she might say that they had some very fine women in the state who rank much higher than some of the men!

Mrs. Martin suggested that if we do appoint our Committee on Standards there will be opportunity to bring pressure to bear on these institutions that have made promises if they do not immediately fulfill them. Miss Prichard asked when that pressure would be brought. It was pointed out that the motion called for the appointment of a committee on standards to be set at work at once. Miss Prichard said that they desire this pressure to be brought to bear before July in West Virginia. Mrs. Martin asked whether it is possible to admit an institution conditionally. Mrs. Pomeroy, who had made the motion to accept the list said that she would be glad to accept an amendment in regard to West Virginia. She was particularly anxious that the Council should make most strongly a recommendation for a committee on standards, which should begin its operations at once. She thought it was sorely needed.

Miss Prichard moved an amendment to the motion to the effect that West Virginia be accepted conditionally. The amendment was seconded. The question was asked how this would be administered. Who would accept the institution and how, if the condition should be met? Miss Thomas suggested that the Association give authority to the Committee or to the Board of Directors to admit the

University of West Virginia without further vote of the Council, as soon as the condition of a full professorship is met.

The President said that if the person who moved the amendment would agree she would embody this suggestion in the motion, which would then be as follows: that the University of West Virginia shall be accepted without further vote of the Council when, in the judgment of the Committee on Recognition, it shall have met the condition of appointing a woman to a full professorship with a full professor's salary. Mrs. Henderson reminded the council that it might not exist after this meeting. The President suggested that we might say "without further vote of the governing body." Mrs. Pomeroy suggested that the Board of Directors might accept the institution when the Committee on Recognition notifies them that the condition has been met. With the incorporation of these suggestions the motion to amend was carried.

The motion as amended was then put and carried: that the report of the Committee on the Recognition of Colleges and Universities be accepted, and the colleges and universities recommended by that Committee be recognized by the Association of Collegiate Alumnae, except that the Board of Directors shall accept the University of West Virginia when they have the assurance from the Committee on the Recognition of Colleges and Universities that it has met the condition of the appointment of a woman to a full professorship at a full professor's salary; and that the Council shall recommend to the convention the creation of a Committee on Standards, that shall become operative as soon as possible.

The President then re-read the list given in Dean Nardin's report—Agnes Scott College, Hamline University, Illinois Woman's College, Middlebury College, Tulane University including Sophie Newcomb College, University of Idaho, University of Kentucky, University of

Nevada, University of Pittsburgh, University of West Virginia, Washburn College, and Western College for Women, and declared them admitted to the Association and their graduates eligible to membership with the exception of the University of West Virginia which was admitted conditionally.

The Council meeting then adjourned at 9:40 A. M.

WEDNESDAY MORNING

CONVENTION SESSION

March 29, 1921

The convention resumed its session at 9:45 A. M., Mrs. Rosenberry presiding. After some announcements a partial report of the credentials committee was presented. It was moved and seconded that the partial report be accepted but that it be left open for further additions. Carried. The President announced that the final report of the credentials committee would be received at the afternoon session.

The President also suggested that the minutes of the special club house session of the evening before might well be left until the afternoon session. It was moved, seconded, and carried that the reading of these minutes be so deferred.

The President then announced the special session called for by the chairman of the special club house committee for two o'clock in the afternoon, the reception at the White House at four, and the Branch conference at eight. She also announced the various conferences as scheduled on the program for Thursday and the business meetings for Friday.

Mrs. Beahan moved that the order be reversed and Mrs. Wheeler seconded the motion. Mrs. Kluegel objected to this change saying that the Special Club House Committee would probably not be able to report by the following day. Miss Woolley, chairman of the trustees' conference said that she could not be present on Friday. Miss Hart thought it

was not fair to change the program since arrangements had been made in accordance with its announced provisions. Mrs. Beahan withdrew her motion, her second consenting.

The President announced that the business of the morning was the matter of reorganization and the amendment of the by-laws. The report of the Committee on the Recognition of Colleges and Universities should be heard as a prelude to the discussion on reorganization and the proposed changes. Mrs. Ransom moved, Mrs. Henderson seconding, that the report be heard. The motion was carried.

REPORT OF COMMITTEE ON RECOGNITION OF COLLEGES AND UNIVERSITIES

The Committee on Recognition submits the following report:

I. *Academic Rating*:—The gravest question confronting the Committee on Recognition of Colleges and Universities has been the question of the agency or agencies which the Association of Collegiate Alumnae shall use in determining the educational worth of institutions applying for institutional membership. In 1913 the Association abandoned its original policy of making its own investigations and making independent ratings, and adopted for purposes of academic rating the list which it then regarded as the most satisfactory existing list: the list of institutions approved for foreign study by the Association of American Universities.

In 1920, the Council of the Association voted to recommend to the Convention which would assemble in 1921 that the Convention adopt not one list but four, made by the following agencies: (1) The Association of American Universities; (2) The University of California; (3) The North Central Association of Colleges and Secondary Schools; (4)

The Association of Colleges and Secondary Schools in the Southern States.

To this recommendation this Committee has given serious thought. The Committee on Recognition agrees: (1) that any list used by a national organization must be made by an agency that commands nation wide respect; (2) that the types of institutions rated should be specified; (3) that the standards used in rating each type of institution should be clearly formulated and generally known, in order that they may serve as a norm for the type of education rated, and may suggest to an institution that is denied institutional membership the changes which the institution should make in order to reach higher efficiency; (4) that these same standards should be applied to every institution; (5) that the standards should be applied uniformly; (6) that the agency rating institutions should possess such resources of money and time of experts as will enable it to investigate promptly an institution that asks to be rated.

With these ideals in mind this committee considered the three courses possible for the Association:

(1) That the Association return to the policy which it had pursued previously to 1913 and again become its own rating agency.

(2) That it accept the four lists named above in the recommendation made by the Council in 1920.

(3) That it adhere to its present policy of using the best available list national in scope.

The first of these three proposals would carry marked advantages. It would enable the Association to see that by revision of its present list and careful accrediting in the future its standards in regard to preparatory units and university curriculum are comparable to those of the institutions recognized by the other federations in the International Federation of University Women. It

would secure uniform standards applied with as near perfect uniformity as the gradual changes in the personnel of the committee permit. Despite these advantages, the committee regards the proposal as not possible, inasmuch as the Association still lacks resources sufficient to prevent the delays which applying institutions found so irritating, and which induced the Association to change its policy in 1913.

The adoption of the four lists would, in the opinion of this Committee, forfeit several of the standards set forth above as desirable. For example, the adoption of the recommendation as passed by the Council would place on the list of institutions academically worthy of the consideration of the Association some institutions which are not on the list made by the rating agency geographically nearest them and presumably best able to judge their worth. Plainly the acceptance of such institutions as academically eligible would seriously impair the prestige and influence of the Association.

The Committee then turned its attention to the possibility of such modifications of the recommendation as might make its adoption feasible. The Committee considered whether the four lists might be accepted but with an amendment specifying that all except the list made by the Association of American Universities should be valid only in its geographical region, and delimiting that region. However, such amendment was found not to be possible, because the recommendation of the Council named no agencies that would do for the Middle States and New England what the Southern and Middle West rating agencies do in their respective territories.

In the second place the lists do not agree as to the types of institutions rated. For example, the North Central Association lists several colleges of agriculture and mechanic arts, and the Southern list contains one institution of

this type. Both of these lists contain teacher-training colleges such as the George Peabody College and the State Teachers College of Missouri. The Association of American Universities has on its list none of the teachers' colleges and only one college of agriculture and mechanic arts. Evidently the acceptance of lists differing widely in the type of institution rated would involve the Association of Collegiate Alumnae in an inconsistent policy.

The Committee on Recognition then considered the possibility of further amending the recommendation of the Council so that the Association would accept as academically eligible only those institutions on the four lists which give a liberal arts degree, and would in the case of professional and technical schools wait until institutions of a certain type shall, as have the medical colleges, formulate standards for that respective kind of education and make a list of approved institutions giving the type of education. The Committee felt that such amendment would save the Association from slipping half aware into an important change of policy regarding technical schools and would save it also from using different policies in different parts of the territory.

Yet, despite possible amendment, grave objections to the four lists remained. The standards formulated are not the same. Furthermore, the University of California does not formulate the standards which it applies. Its list is made on the "experience of the University of California with students coming from some of the institutions, the lists prepared by the Carnegie Foundation and published by the Association of American Universities, the experience of institutions in the Association of American Universities, and the tentative list prepared by the United States Bureau of Education in 1911." Graduates from these institutions are admitted to the

graduate school at California "without classification with reference to candidacy for a degree." This last statement plainly suggests a disparity between the colleges on the list. In the judgment of the Committee such lack of uniformity in academic standards would be most unfortunate.

The Committee, therefore, makes the following recommendations to the Convention on the subject of academic rating.

1.) That the Convention table the recommendation made to it by the Council of 1920 regarding the acceptance of the approved lists of four different rating agencies and commit the Association to the present policy of taking for academic rating of each type of institution only one list, made by one rating agency.

2.) That the Association continue to use for academic rating the list that the Committee on Recognition considers the best available list, but that the Association also instruct the appropriate officers and committees to take promptly all possible active measures to stimulate the formation of a rating agency and an eligible list that shall meet all standards of the Association.

II. *Professional and Technical Degrees*—Of the six sub-committees recommended by the Council in 1920, only four report. Efforts to secure sub-committees on education in law and in theology have so far been only partially successful. The reports of sub-committees are herewith submitted.

The reports of sub-committees on professional and technical education show that some types of such education have set standards for their types and have rated institutions giving such training. In other fields such study and rating are still to be done.

The Committee, therefore, supports the first plan submitted by the Sub-committee on the Recognition of Teachers Col-

leges and makes this third recommendation to the Convention:

That it be the policy of the Association of Collegiate Alumnae not to undertake the accrediting of any type of professional or technical training, until a trustworthy agency within the particular field shall have established standards for such education and shall have made available an approved list of institutions giving such training.

It seems that the Association has at times changed its policy without realizing that it was making an important change. It has taken a first step and has later found itself committed by this step to a considerable journey. The Committee is eager to have the Convention take action on this matter of accrediting professional and technical education only with full awareness of the first step. It, therefore, makes to the Convention an additional recommendation, to which, however, the Committee does not attach such importance as it attaches to the three preceding recommendations, and which it, therefore, does not urge but rather suggests. This fourth recommendation is this:

That the Convention defer action on the accrediting of library schools and medical schools until the Association can have before it more information from other fields of professional and technical education.

In case the Convention does not accept this fourth recommendation, the Committee then recommends the following action concerning library and medical schools.

That the Association accept as guarantees of professional rating the lists of library schools which are members of the American Association of Library Schools and the list of medical colleges which are members of the Association of American Medical Colleges, and authorize the Committee on Recognition to admit to institutional membership such in-

stitutions on either of these lists as meet the additional requirements of this Association.

The Committee then further recommends the adoption of this recommendation of the sub-committee on the Recognition of Library Schools: graduates of accredited library schools, who upon entrance into the Library School presented college credits amounting to three years of academic work from a college or university accredited by the Association of Collegiate Alumnae shall be eligible to membership in the Association.

Respectfully submitted for the Committee,

ELEANOR LORD

JEAN PALMER

GEORGIA WHITE

by F. LOUISE NARDIN, *Chairman.*

The Chair then called for the report of the sub-committee on medical schools, Dr. Martha Tracy, chairman.

Dr. Tracy reported informally. She reminded the Association that the recommendation of the Council last year was that the Association admit to membership in the A. C. A. graduates of medical schools that are members of the Association of American Medical Colleges. The Association of American Medical Colleges has standardized medical education very thoroughly, she said.

It specifically outlines the high school education required, the two years required in an academic college of recognized standing, and the four years in a medical school which meets the curriculum requirements of the Association. The Association is also exceedingly rigid in inspecting the colleges and in seeing to it that the colleges in its membership carry out all these requirements. There is no possibility that an institution can lapse for more than a year without being dropped from membership. The chairman feels that to deprive these schools of representation in the A. C. A. would

deprive the organization of a strong membership, and speaks earnestly for admission to membership of persons graduating from colleges in this group.

The President called attention to the fact that the Association spoken of as having done the rating of the medical colleges is not the American Medical Association but the Association of American Medical Colleges, which is directly concerned with medical education rather than the practice of medicine.

Dean Nardin then presented the following report of the sub-committee which had worked on the training of librarians.

March 24, 1921

Miss F. Louise Nardin,

Chairman A. C. A. Committee on the Recognition of Colleges and Universities,

The Committee appointed to make recommendations regarding library school membership in the A. C. A. submits the following recommendations:

1. That such membership be limited to graduates of those Library Schools which are members of the American Association of Library Schools.

2. That such membership be further limited to the following groups of such graduates:

a. To graduates who upon entrance into the Library School presented college credits equivalent to three years of academic work from institutions on the accepted list of the A. C. A.; or

b. To graduates who upon entrance into the Library School presented college credits equivalent to three years of academic work from institutions not on the accepted list of the A. C. A. but who, in the opinion of the Director of the school, were equally equipped with graduates in class a.

MARGARET MANN, *Chairman*

JOSEPHINE A. RATHBONE

ISADORE G. MUDGE

Committee

President Thomas inquired about the list of medical schools, saying that she

had understood that it was divided into three classes, A, B, and C, and that she hoped that the Association would admit only Class A. Dr. Tracy replied that that classification was the one made by the American Medical Association and not by the Association of American Medical Colleges. The list of the latter Association, she said, practically coincided with the Class A list of the Medical Association, but whether they were identical she could not say without investigation. Upon request she read the list of the Association of American Medical Colleges. She added that the rating of the Association of American Medical Colleges had always been considered higher than that of the American Medical Association. The latter does not require of its colleges that they shall maintain a pre-requisite of two years of academic work. In the case of the Association of American Medical Colleges that is the minimum requirement.

Miss Perkins asked whether Class A did not require four years of medical training. Dr. Tracy replied that it did but that the question at issue was the amount of pre-medical training. She added that the medical school of West Virginia University had been dropped last year because it did not meet the requirements but that its re-instatement was now pending. Mrs. Rosenberry called attention to the fact that there were on the list a number of medical schools that admit only men besides those schools whose graduates are already accepted by the A. C. A. under the ruling of the St. Louis convention, so that the list to be newly admitted would be considerably shortened.

The next sub-committee was the committee on teachers colleges, Miss Chandor, chairman. This report was called for.

REPORT OF SUB-COMMITTEE ON RECOGNITION OF TEACHERS COLLEGES

The Sub-Committee on Standards for the Admission of Teachers Colleges begs to submit to the Committee on Recognition of Colleges and Universities the following report:

That the Committee has held three meetings, and has carried on correspondence and had interviews with several prominent representatives of teachers colleges. It has also made a study of a large number of the catalogues of teachers colleges. As a result it submits the following two possible plans for the admission of teachers colleges to the Association of Collegiate Alumnae.

I. That since it is the general policy of the Association in admitting professional and technical schools to accept the standards set up by some acceptable accrediting agency within the profession, as has been done by accepting the list of the Association of American Medical Colleges for the admission of medical schools to the Association, it would be wise to carry out the same policy in regard to teachers colleges. In the case of the latter, however, the situation is complicated by the fact that there exists at present no national organization which has set up a standard for measuring teachers colleges. Several local organizations, such as the North Central Association of Colleges and Secondary Schools and the California Association have made beginnings in standardization, but they have hardly gone far enough to warrant the acceptance of their standards for national use. There has been formed lately, however, the National Council of Normal School Presidents and Principals, from the results of whose work much may be hoped.

While the adoption of this policy of necessity involves delay of uncertain length in the admission of teachers colleges to the Association, your Committee

feels that the benefits to be derived from the adoption of such a policy far outweigh its drawbacks. The teachers colleges of the country, like the medical schools, need to organize for the sake of protecting themselves. Such organization, moreover, would help to raise teaching to the rank of a profession, a dignity which rightly belongs to it and which would do more than anything else can to raise the standard of education in the United States.

II. If, however, the Committee on Recognition of Colleges feels that because of the delay involved it prefers to have the Association of Collegiate Alumnae set up for itself some standard by which teachers colleges may be measured for immediate admission, then the Committee begs to submit the following:

That in addition to the standards set up by the Association of Collegiate Alumnae for all colleges applying for admission, the following be required of teachers colleges:—

1. 15 points of high school work for admission.
2. A four years' course requiring 120 points for graduation.
3. That of those 120 points 60, or two years' work, at least, shall be *required* in cultural or liberal arts subjects.
4. That of the remaining 60 points not more than 15 points credit shall be given to practice teaching.

In submitting the second recommendation the Committee calls attention to the fact that there are already on the approved list of the Association of Collegiate Alumnae a number of universities such as the University of Wisconsin and the University of Illinois, the graduates of whose Schools of Education are members of the Association of Collegiate Alumnae by virtue of holding an A. B. or B. S. degree from such universities, and that these schools of education have approximately the requirements

above mentioned. The adoption of such standard would, therefore, not be a great innovation.

In connection with the question of the admission of teachers colleges to the Association, the Committee wishes to bring to the attention of the Committee on Recognition of Colleges the fact that in at least one case, if not more, the mere name of "teachers college" appears to be keeping out of the Association a college which, though called a teachers college, is really practically a school of liberal arts,—the New York State College for Teachers at Albany. In this college out of the 124 points required for graduation 116 are required to be in cultural subjects. It hardly seems fair that a college of such standards should be kept out of the Association merely because classed as a teachers college.

In conclusion the Committee begs to suggest that if the first plan—that of encouraging the teachers colleges of the country to set up their own standards and make their own list—is adopted, the Committee would be glad to be able to communicate the result of such action to the National Association of Normal School Presidents and Principals and to the proper committee of the National Education Association. Such communication would, it feels sure, lend much encouragement to the work of these associations and hasten the preparation of the list of teachers colleges desired by our Association. Such action, moreover, on the part of the Association would be most timely, for now as never before, the country is alive to the necessity of raising the standard of teaching as a profession both in our universities and our schools. Who better could lead in that work than the Association of Collegiate Alumnae?

Respectfully submitted,

AGNES L. ROGERS

SARAH M. DEAN

VALENTINE L. CHANDOR

Chairman.

Proceedings continued in next issue.

COMMISSION FOR RELIEF IN BELGIUM EDUCATIONAL FOUNDATION.

Two Belgian women are among the twenty graduate fellows of that nationality just named by the **Fondation Universitaire** to pursue a year's advanced study in American universities.

Miss Irma de Jans, Ph.D. in Germanic languages, comes from the University of Brussels to take a course in American literature and the Elizabethan period of the English.

Miss Hortense van Riesschen, holding the degree of doctor of science from Brussels, is the second. She will undertake research in the field of organic chemistry.

There is one woman among the Belgian fellows who were sent to this country last year. She is Alice Scouvert, who has been attending the University of California. Her instructors report that she is "doing wonderfully."

Nomination of the American fellows to Belgian universities will be announced May 1 and there will be a number of women among them. No distinction as to sex is made in the selection. They will be sent abroad by the Commission for Relief in Belgium Educational Foundation.

Vassar and Smith are two of the thirteen American universities whose heads have the privilege of selecting the American fellows. The others are Yale, Harvard, Pennsylvania, Princeton, Columbia, Massachusetts Institute of Technology, Cornell, California, Johns Hopkins, Chicago, and Leland Stanford, Jr.

The American fellows will have the choice of attending either the Universities of Brussels, Ghent,

Liege, Louvain, the School of Mines and Metallurgy at Mons or the Higher Colonial School at Antwerp. They must be American citizens and have a speaking and reading knowledge of French. The Belgian fellows are free to attend any American universities.

The idea of strengthening and making permanent the ties between Belgium and the United States had its inception shortly after the Armistice. The **Fondation Universitaire** in Belgium and the C. R. B. Educational Foundation in the United States were simultaneously organized at that time.

Herbert Hoover, Secretary of Commerce, who headed the Commission for Relief in Belgium was chosen president of the American organization and honorary president of its Belgian parallel. Emile Francqui, president of the **Fondation Universitaire**, is honorary president of the C. R. B. Educational Foundation.

Each year twenty-four graduate fellows are to be chosen from each country from among its ambitious students and research workers who are not financially able to pay the cost of study away from home. Exchange professorships are also to be established and Belgian universities are to receive assistance out of the income of the C. R. B. Educational Foundation.

The American fellows are chosen from one of the three following classifications:

1. Members of the faculty below the grade of associate or full professor. Members on leave may be named.

2. Research students, including those now or formerly enrolled in the university and holding a technical degree in their special field or who have had equivalent training.

3. Graduate students desiring to pursue the study of some particular work and intending to adopt teaching or research as a profession.

In addition to M. Francqui and Mr. Hoover, the officers of the C. R. B. Foundation are:

William B. Poland, vice-president; Gates W. McGarrah, treasurer; Edgar Rickard, comptroller; George Barr Baker, secretary; H. J. Ketcham, assistant treasurer, and Perrin C. Galpin, secretary of the fellowship committee.

THE AMERICAN ASSOCIATION *of* UNIVERSITY WOMEN

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The
JOURNAL *&* THE ASSOCIATION
& **=**
COLLEGIATE ALUMNAE

VOLUME XIV
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JUNE
AND
JULY
1921

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COLLEGES AND UNIVERSITIES WHOSE ALUMNAE ARE ELIGIBLE TO MEMBERSHIP IN THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

(Association of Collegiate Alumnae)

- | | |
|---|--|
| <p>Agnes Scott College, Decatur, Ga.
 Allegheny College, Meadville, Pa.
 Bates College, Lewiston, Me.
 Beloit College, Beloit, Wis.
 Boston University, Boston, Mass.
 Brown University (Woman's College),
 Providence, R. I.
 Bryn Mawr College, Bryn Mawr, Pa.
 Carleton College, Northfield, Minn.
 Coe College, Cedar Rapids, Ia.
 College of St. Catherine, St. Paul, Minn.
 College of St. Elizabeth, Convent Sta-
 tion, N. J.
 College of St. Teresa, Winona, Minn.
 Colorado College, Colorado Springs,
 Colo.
 Columbia University, (Barnard and
 Teachers College), New York City.
 Connecticut Wesleyan University, Mid-
 dletown, Ct.
 Cornell College, Mt. Vernon, Ia.
 Cornell University, Ithaca, N. Y.
 De Pauw University, Greencastle, Ind.
 Drake University, Des Moines, Ia.
 Earlham College, Richmond, Ind.
 Elmira College, Elmira, N. Y.
 Franklin College, Franklin, Ind.
 Goucher College, Baltimore, Md.
 Grinnell College, Grinnell, Ia.
 Hamline University, St. Paul, Minn.
 Illinois Woman's College, Jacksonville,
 Ill.
 Indiana University, Bloomington, Ind.
 Iowa State College, Ames, Ia.
 Jackson College, Tufts College, Mass.
 Knox College, Galesburg, Ill.
 Lake Erie College, Painesville, O.
 Lake Forest College, Lake Forest, Ill.
 Lawrence College, Appleton, Wis.
 Leland Stanford Jr. University, Stan-
 ford University, Calif.
 Massachusettts Institute of Technology,
 Cambridge, Mass.
 McGill University, Montreal, Can.
 Miami University, Oxford, O.
 Middlebury College, Middlebury, Vt.
 Morningside College, Sioux City, Ia.
 Mills College, Mills College, P. O., Cal.
 Milwaukee-Downer College, Milwaukee,
 Wis.
 Municipal University of Akron, Akron,
 Ohio.
 Mt. Holyoke College, S. Hadley, Mass.
 Northwestern University, Evanston, Ill.
 Oberlin College, Oberlin, O.
 Ohio State University, Columbus, O.
 Ohio Wesleyan University, Delaware, O.
 Pennsylvania State College, State Col-
 lege, Pa.</p> | <p>Pomona College, Claremont, Calif.
 Purdue University, LaFayette, Ind.
 Radcliffe College, Cambridge, Mass.
 Randolph-Macon Woman's College,
 Lynchburg, Va.
 Reed College, Portland, Ore.
 Ripon College, Ripon, Wis.
 Rockford College, Rockford, Ill.
 Smith College, Northampton, Mass.
 Sophie Newcomb College, New Orleans,
 Louisiana.
 Swarthmore College, Swarthmore, Pa.
 Syracuse University, Syracuse, N. Y.
 Trinity College, Washington, D. C.
 University of California, Berkeley, Cal.
 University of Chicago, Chicago, Ill.
 University of Cincinnati, Cincinnati, O.
 University of Colorado, Boulder, Col.
 University of Idaho, Moscow, Idaho.
 University of Illinois, Urbana, Ill.
 University of Iowa, Iowa City, Ia.
 University of Kansas, Lawrence, Kans.
 University of Kentucky, Lexington, Ky.
 University of Michigan, Ann Arbor,
 Michigan.
 University of Minnesota, Minneapolis,
 Minnesota.
 University of Missouri, Columbia, Mo.
 University of Montana, Missoula, Mont.
 University of Nebraska, Lincoln, Nebr.
 University of Nevada, Reno, Nev.
 University of North Dakota, Univer-
 sity, N. D.
 University of Oklahoma, Norman, Okla.
 University of Oregon, Eugene, Ore.
 University of Pittsburgh, Pittsburgh,
 Pennsylvania.
 University of Rochester, Rochester,
 N. Y.
 University of Texas, Austin, Tex.
 University of Toronto, Toronto, Can.
 University of Vermont, Burlington, Vt.
 University of Washington, Seattle,
 Wash.
 University of Wisconsin, Madison, Wis.
 Vassar College, Poughkeepsie, N. Y.
 Washburn College, Topeka, Kans.
 Washington State College, Pullman,
 Wash.
 Washington University, St. Louis, Mo.
 Wellesley College, Wellesley, Mass.
 Wells College, Aurora, N. Y.
 Western College for Women, Oxford, O.
 Western Reserve University, (Women's
 College), Cleveland, O.
 Whitman College, Walla Walla, Wash.
 William Smith College, (Hobart), Ge-
 neva, N. Y.
 Wooster College, Wooster, O.</p> |
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PUBLISHED MONTHLY

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MRS. GERTRUDE S. MARTIN, Ph.D.

**Executive Secretary of the Association
Editor**

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Vol. XIV

JUNE AND JULY

Nos. 9 and 10

EDITORIAL

We regret that the delay in the publication of the Journal and the exigencies of space have prevented until this late

**The Passing of
Olive Davis** date the appearance of the tribute to the life

and work of Olive Davis prepared by two of her friends at the time of her death. Miss Davis was always a most interested and loyal friend of the Association. She was, if memory serves, the first person who consented to act as one of the necessary five guarantors of the rent for the National Club House, without whose assistance the whole project must have "died a-borning." Again and again, during that first critical year, in spite of the heavy de-

mands of her work in connection with the Government Hotels, she heeded the Macedonian cry of the Board of Managers and brought to bear on the problems of this newest enterprise of the Association the power of her training, the wealth of her experience, and her masterly skill in the adjustment of human relations. The last active service of her life was given to this project; for it was while she was temporarily resident at the Club House, engaged at the earnest solicitation of the Board of Managers in working out some of its problems, that she was stricken with what proved to be her last illness. Her friends quite justly say that her life was one that merits more than a passing tribute from the Association of Collegiate Alumnae.

A New Chief of the Children's Bureau Our members will be interested in the following item which appeared in the New York Times of August 20th:

Washington, / Aug. 19. — President Harding sent to the Senate today the nomination of Miss Grace Abbott of Grand Island, Neb., to succeed Miss Julia Lathrop of Chicago as Chief of the Children's Bureau of the Department of Labor.

The resignation of Miss Lathrop was accepted today by Secretary Davis in a letter in which he expressed his regret that she was leaving the bureau and his appreciation of her "conscientious and devoted service."

"To you," he wrote, "is due the great credit of building up the Children's Bureau, and what a wonderful work you have accomplished. I am today recommending to the President the appointment of Miss Grace Abbott of Grand Island, Neb., who has been living for a long time in Chicago, and is thoroughly familiar with this kind of work. However, it does not seem that any one can really fill the place that you are leaving, and I want to express again my appreciation of what you have accomplished in building up the Children's Bureau and my regret in accepting your resignation."

President Taft appointed Miss Lathrop chief of the Children's Bureau on its creation nine years ago.

Miss Abbott has served nearly three years in the Children's Bureau as Director of the Child Labor Division and as Secretary of the Child Welfare Standards Conferences of 1919. During the war she was an adviser to the Chairman of the War Labor Policies Board.

She is a graduate of the University of Nebraska and the University of Chicago, and has served as Director of the Immigrants' Protective League of Chi-

cago, Executive Secretary of the Immigrants Commission of Massachusetts, and was appointed by Governor Lowden as Executive Secretary of the Immigrants Commission of Illinois.

Both Miss Lathrop and Miss Abbott have long been devoted members of the Association. Visitors to the National Club House have found one or both of them there at the luncheon hour, day after day, ever since the Club House was opened, often accompanied by other distinguished workers in the field of child welfare both from this country and abroad. It is with profound regret that organizations interested in child welfare have learned of Miss Lathrop's resignation. The appointment of Miss Abbott, however, gives assurance of the continuance both of the wise policies inaugurated by Miss Lathrop and of the efficient and economical administration of such appropriations—always heretofore far too small—as Congress may grant to the Bureau.

The New Club House; Report of the Committee on Purchase.

This is our first opportunity to present to our members the report of the Committee on the Purchase of a Club House appointed at the Washington Convention. The report of the Committee has been presented to the Board of Directors and the Committee has been discharged with a vote of hearty appreciation from the Board for the effective manner in which they have performed the difficult task assigned them. The report itself gives no idea of the very large amount of time that has gone into the inves-

tigation of the possibilities in the real estate field, of the judgment and tact displayed in bringing about so satisfactory a settlement of our controversy with the owner of the present Club House, and of the business sagacity brought to bear in the negotiations for the purchase of the new property. The report follows:

Miss Ada L. Comstock,
President A. A. U. W.

My dear Miss Comstock:

We, the members of the purchasing committee appointed by you in April, 1921, from among the graduates of the women's colleges whose alumnae have been most active in the organization of the National Club House of the A. C. A., would respectfully submit the following report. Our instructions were to recommend to the Board of Directors a suitable piece of property for the national club house and to suggest a plan for financing the same. In taking up our work we were met with two problems, viz:—

1st. The adjustment of the difficulties incident to our past, present, and possible future occupancy of 1607 H Street. 2nd. The lease or purchase of a piece of property suitable for the home of the National Club at such time in the near future as necessity might determine.

For the details of the transaction we refer you to the file containing letters and telegrams as well as more formal papers. In brief the conclusions reached and the steps taken were as follows: 1. To determine out of court the law suit between the A. C. A. and Clarence Hay, provided suitable terms could be secured. 2. To purchase rather than lease property for use as a National Club House and Headquarters of the A. A. U. W.

During the period of consideration of the legal points at issue, we investigated every piece of property suggested

directly or indirectly as a desirable club home. In the choice made we would emphasize the fact that while we regard the property on I Street as a wise investment, we consider it only as the next step in the ultimate solution of the housing problem of the Club.

In setting forth definite action by the Committee for approval by the Board of Directors we would call attention to two points:—

I. An agreement to settle difficulties between the A. C. A., now the A. A. U. W., Clarence Hay, and the Chamber of Commerce as intervenor on the following terms:

a. The law suit to be terminated out of court by decrees giving the A. C. A. possession of 1607 H Street, rent free, until February 28, 1922.

b. Refund of one month's rent paid to Clarence Hay for the H Street house.

c. Payment by Clarence Hay to the A. C. A. of sufficient sum to cover legal expenses and attorney's fees and expenditures for repairs on H Street house; the total to the credit of the A. C. A. being:

DAMAGES RECEIVED IN CLOSING SUIT FOR 1607 H STREET, N. W.

June, 1921.

Possession for 32 months,	
rent free, from July 1,	
1919, to Feb. 28, 1922, at	
\$541.66 per month or	
\$6500.00 per annum-----	\$17,333.33
Refund of rent paid July 1,	
1919 -----	541.33
For repairs expended on	
1607 H Street-----	1,625.00
(Mrs. Pomeroy's figures)	
For Mr. Johnson's fee-----	1,400.00
For court and other expenses	
of suit -----	67.86
	<hr/>
	\$20,967.86

II. An agreement to purchase 1634 I Street property overlooking Farragut

Square and known as the Men's City Club, the purchase price of \$165,000 including all screens, shades, ranges, refrigerators, furniture, and bedding for eighteen sleeping rooms, terms of purchase as follows: Cash payments, June, 1921, \$5,000; December, 1921, \$5,000; February, 1922, \$35,000. Mortgages to be availed. First mortgage due June, 1923, \$45,000 at seven per cent; second mortgage in the form of bonds, \$74,000 at five per cent, these mortgages redeemable at return of \$2,000 per annum.

It will be evident that the funds of the association available for the club for one month will meet the cash payments for June and December, 1921. The immediate question for consideration, therefore, is how to raise the \$35,000 before February 1, 1922. Germane thereto is the question of raising the additional \$45,000 to pay off the first mortgage by June, 1923, rather than to renew the same at seven per cent. We would urge a campaign to secure 100,000 members as well as \$100,000. We would suggest that at the earliest feasible date in the fall a meeting of the Board of Directors be held in Washington, when definite plans can be discussed and formulated.

Respectfully submitted,
 Jessie C. McDonald,
 Chairman.

Washington, D. C.,
 June 28, 1921.

THE COMMITTEE:

Bryn Mawr-----Marion Reilly
 Elmira ----- Mary Aronetta Wilbur
 Smith ----- Helen Atwater
 Vassar -----Lucy Maderia Wing
 Wellesley -- Jessie Claire McDonald

Pursuant to the recommendation contained in this report a meeting of the Board of Directors has been held, the arrangements made by the committee in the matter of the purchase have been ratified,

and a bond issue of \$50,000 to meet the payment of \$35,000 due in February, 1922, and to cover the expense of furnishing and moving has been decided upon. Details of the plan will soon be in the hands of every member of the Association. The officers hope for a prompt, loyal, and enthusiastic response from every member.

Better Than a Castle in Spain. Our members who are interested in international relations will be pleased

with this letter recently received by the Chairman of our Committee on Fellowships:

Madrid, Spain.
 Fortuny, 8
 June 27, 1921.

Miss Margaret Maltby,
 Barnard College,
 New York City.

My dear Miss Maltby:

You will be glad to hear that Piedad Fernández, the young student who was financially assisted by the Association of Collegiate Alumnae, has been successful in the competitive examination for a place in the Escuela de Estudios del Magisterio, where she will now be able to prepare for the career of teacher in a Normal School. Out of one hundred candidates, only five were accepted to fill vacancies in the school. The fact that Piedad prepared for the examinations, besides following other courses in the University, will give you some idea of her ability and application as a student. I feel sure that as a teacher in a Normal School, she will have ample scope for using her influence in the direction of encouraging culture in the future instructors of Spanish youth.

Piedad Fernández has spent a busy and happy winter at the Residencia, and has, in every way, shown herself most

worthy of the generous help of the Association of Collegiate Alumnae.

I trust that you will communicate the good news of her admittance into the Escuela de Estudios del Magisterio to the Association, and repeat her hearty thanks, as well as mine.

Most sincerely yours,

(Signed) MARIA DE MAEZTU.

IN MEMORIAM: OLIVE DAVIS

The news of Miss Olive Davis's sudden death on January 13th last was a great shock to her many friends everywhere. Her life was one that merits more than a passing tribute from the Association of Collegiate Alumnae.

She was born in Honeoye Falls, near Rochester, N. Y., of sturdy Quaker ancestry, which was always a source of great pride to her. She prepared for college in the Rochester high school, and entered Wellesley in the early '80s when college education for women was still an exceptional privilege. Hers was a well-rounded college career: intellectually, a thoroughly good student, she specialized in no particular subject; socially, she was always popular, and her advice was always sought and respected in class affairs, but she took the lead in no one direction. In later years, while an officer of the College, she was always the center and inspiration of all her class reunions, though still with no formal leadership. She was graduated in '86, and for five years taught in the Friend's Central School of Philadelphia.

Though successful and happy in her teaching, it was not to be her life work. She returned home, and as a student in the Mechanics

Institute of Rochester became deeply interested in domestic science. In 1900 she returned to Wellesley as superintendent of one of the dormitories and lecturer on domestic science. Her work gradually extended, and she was soon made "Director of the Halls of Residence", having the general oversight of living conditions, both physical and social, of the whole College. Her fire drill, by which the lives of all the three hundred students of College Hall were saved at the fire of 1914, was extolled by the press of the entire country. This was a conspicuous service, but was by no means the greatest of the many and efficient regulations which she unobtrusively introduced.

She left Wellesley in the spring of 1917, and soon after came to Washington for much needed rest and relaxation. She was mentally too energetic for this to last long, and within a year a new opportunity for service offered. She was asked to assist in the building and opening of the Government Hotels for women workers. At first her position was merely advisory, and she intended it to be temporary, but she was soon absorbed in the task. Her aim was to make these homes for war workers combine the freedom of a hotel with the protection and home comforts of a dormitory. How well she succeeded hundreds of devoted girl workers can testify. Hers was the credit for many a detail of construction tending to physical comfort as well as for the prevailing atmosphere of a real home. She held the position of Assistant Director until late in the fall of 1920.

After her resignation she was planning again for a real rest and for leisure to enjoy her friends.

Those who had known her best had long feared that she was working too hard, but her illness was very brief; none knew it was serious; indeed she herself considered it more in the nature of a complete rest. It was a happy ending, one in which she herself must have rejoiced could she have foreseen it, to pass straight from the activity here to the fuller activity of the life beyond. To all who shared her friendship, it will always be a proud memory and an inspiration to service.

The following tribute was written by a close friend, and was endorsed and published by the Washington Branch of the Association of Collegiate Alumnae of which they both were members.

"Olive Davis came to Washington in the early winter of 1917 for a rest after years of strenuous work at Wellesley College where she had had the oversight of all the Halls of Residence, having superintended the opening of the newer ones and selected their managers. She was also, under the President, Social Head of the College.

"She needed a long rest, but friends spoke of war service. She was asked to serve on the Housing Board of the Federal Government and worked with them six months without salary in making plans for the Plaza Houses. In taking up this work Miss Davis was animated by a desire to serve her country, the young women in the Government service, and American womanhood. She hoped to show that if women were trusted with responsibility they could be quite as efficient and economical as men and, at the same time, give a touch of home life to those war time houses.

"As many know, she worked the greater part of the time under those who had had far less experience than she but she had enlisted for as long a time as her work was needed and carried the "heroic mood" into common days and common things. Both her natural modesty and her Quaker principles prevented her, even when advised by friends, from seeking through influence the responsibility for which her experience fitted her.

"For her success in bringing the refinements of a beautiful home life and also of a beautiful Woman's College into a Government experiment hastily conceived and executed, college women cannot be too grateful."

For the first time in the history of Harvard a woman has this summer conducted services in Appleton Chapel. The preacher was Dr. Rowena Morse Mann, minister of the third Unitarian Church in Chicago, and her subject was "The Religion of the Modern Man." Students of the summer school crowded the chapel and commented most favorably on the sermon. Dr. Mann has the further distinction of being the first woman to receive a degree from the University of Jena. She may, indeed, be said to have opened the famous institution to women.

The Des Moines Branch has the distinction of having ten per cent of its membership life members. With a membership last year of 167 it has seventeen life members, the result of the indefatigable work of its energetic and persuasive president, Mrs. J. F. Schermerhorn.

PROCEEDINGS OF THE THIRTY-SIXTH GENERAL MEETING OF THE ASSOCIATION OF COLLEGIATE ALUMNAE

(Continued from preceding issue)

Report of Sub-Committee on Recognition of Technical Schools of the Type of Simmons College

“The problems before the Committee were, 1st, to determine: What Colleges and technical schools to consider as ‘of the type of Simmons College.’ 2nd, To compare these with the technical schools and departments of universities and colleges already recognized by the A. C. A. 3rd. To endeavor to indicate what effect their recognition might have on the constitution and politics of the A. C. C.

“The task of investigating technical schools and colleges *ab initio* was too great to be undertaken in the time available. We therefore decided to study those accredited by the American Council on Education, assuming that these would in general be the best, and to add an investigation of Simmons College and the Carnegie Institute of Technology. This does not imply that any omitted from the investigation are not worthy of equal consideration, but it was assumed that these would form a typical group for study.

“The American Council list divides almost automatically into four groups:

1. The ten important Institutes of Technology or Polytechnic Institutes for the study of engineering and mining, viz:—

California Institute of Technology
Armour Institute of Technology
Rose Polytechnic Institute, Terre Haute, Ind.
Brooklyn Polytechnic Institute, Brooklyn, N. Y.
Clarkson School of Technology, Potsdam, N. Y.
Case School of Applied Science, Cleveland, O.
College of Mines, Houghton, Mich

Rensselaer Polytechnic Institute, Troy, N. Y.

Stevens Institute of Technology, Hoboken, N. J.

Worcester Polytechnic Institute, Worcester, Mass.

“These are chiefly private foundations for men only, and with one or two exceptions are on the list of the Association of American Universities and on the Carnegie Foundation. There is little doubt about their excellent work. To this group we add the Rice Institute of Houston, Texas, which admits women and is planned to promote university study and research of high standard. This has no technical work except engineering and architecture.

II. Nine State Agricultural and Mechanical Colleges:

Colorado
Kansas
Massachusetts
Montana
New Hampshire
New Mexico
North Dakota
Oklahoma
South Dakota

“The chief interest in these schools is naturally agriculture. They are generally large and some have excellent equipment. They are in many respects similar to the Agricultural Colleges or Departments of State Universities in other states.

III. A group consisting of:

Indiana State Normal School
Iowa State Teachers College
New York State College for Teachers
George Peabody College for Teachers.

IV. Lewis Institute, Chicago.

This includes 15 High School units in its A.B. course which would seem to make it count as a Junior College. It is an engineering college, but offers

women the degree in general science or in household science. It gives courses in English, History, Languages, and Mathematics, as well as in its principal subjects.

"This completes the American Council list as published last April. We understand that it is felt by the Council that the existing lists which it endorses did not do justice to the technical institutions and that a meeting to revise the list will be held in May.

"The Bradley Polytechnic Institute, till lately listed as a junior college, and some other technical institutions, chiefly normal schools, appear on some of the other accredited lists but your committee decided to study Groups II and III, 13 institutions, and also Simmons College and the Carnegie Institute of Pittsburgh,—15 in all.

"To facilitate comparison with the technical work of the recognized colleges and universities of the A. C. A. your committee sent out to these a questionnaire, and wishes to express its gratitude to the officials who so kindly answered the detailed questions it contained.

"A study of the 60 answers received from the 85 or more recognized institutions was simplified by the following rough classification.

A. No technical work, or very little	27 ans.
B. Some technical work, generally only a few hours, given in the regular academic course	14 "
C. A considerable amount of technical work given chiefly in separate colleges or departments.	19 "
	—
	60 "

Comparison of Entrance Requirements:

Technical Schools: 4 admit on a 4 year high school certificate, subjects unspecified. 11 admit on 14½ to 15 units of which 0 to 9 may be vocational, such as

drawing, shopwork, cooking, sewing. The average number of vocational units of these 11 is 4 1/3

Recognized Institutions of the A. C. A.:

Group A. Two admit on a high school certificate, subjects unspecified; 25 remaining have an average of less than 1 unit of technical subjects (2 or 3 specify music or drawing, having art or music courses.)

Group B. Fourteen giving some technical work allow for admission technical subjects amounting to average of about 2 units.

Group C. Nineteen with separate colleges for technical work or separate departments, omitting 3 not known or not specified, average—3 1/5 units.

The average of the 60 colleges answering, with the omission of 5 admitting on unknown subjects is about 1 9/10 units.

Comparison as to technical subjects allowed in entrance examinations:—

Technical colleges: Over 4 units

Recognized Institutions: under 2 units

Group II: Agricultural and Mechanical Colleges:

The average proportion of academic to technical work in the degree course with home economics as major subject is 41%; that is, in a course of 120 semester hours about 50 or 10 less than the sophomore year are academic.

The subjects are:

English, all

Science (Chem, Physics, Biology) all

History, 7 (1 optional)

Mathematics, 4 (1 optional)

Psychology, 3

Philosophy, 1

Education 2

Economics 5

French or German, 5 (1 optional)

Simmons College in its Home Economics Course requires 56 to 83% to be academic.

Subjects: English, History, Science, (Physics, Chemistry and Biology), Economics and Sociology, Psychology.

Carnegie Institute includes the same subjects, with the addition of Logic and Commercial Law, and requires about 60% academic.

“Hence the graduates of these 11 institutions are below the 50% standard in academic hours and few have studied any language in college except English. Practically none know any philosophy, and mathematics is not universally required. Simmons College catalogue lists only 3 courses in mathematics and one in mechanics. Mathematics 1 includes the more advanced school subjects, and only the other two courses, three hours a week for a year, are of college standard.

“In Carnegie Institute Sophomore mathematics is trigonometry, Junior mathematics, practical and elementary Analytical Geometry and elementary Calculus.

Group III. Considering the *Home Economics* courses in the Teachers Colleges we find:

Proportion of academic work required for different degrees varies from 14% to 60%.

“Stress has been particularly laid on the proportion of the course devoted to academic subjects because in a number of the answers to the questionnaire the opinion was expressed that technical work was acceptable provided it was based on a foundation of two years of theoretical courses.

“The investigation shows that in the technical schools considered, the total academic work is almost always less than two years of the course, and that the scientific and mathematical part of it is very considerably less. Moreover the technical work begins in general in the freshman year or even in the high school, hence the technical and vocational courses have not, except in so far as they themselves include the theory, a theoretical foundation.

“A comparison of these results with a similar calculation for the 19 recognized institutions (Group C) which do a con-

siderable amount of technical work and give degrees in agriculture and home economics and education shows that the *average proportion of academic work* is over 50% in the home economics branches, and *not many* fall below 40%. In agriculture the results may not be quite so high. If we include the A group in which the academic work is about 99% and the B group in which it is about 68% we get a very striking difference of over double the amount of academic work done in the technical colleges; namely, 80%.

“In information received from Simmons College we find that the proportion of academic work done is:

Secretarial course, 63% to 73%

Household Economics course, 56% to 83%

Library course 73%

General Science, 100%

Social Work, 75%

Public Health (Nursing) 50% (in five year course)

“In the Margaret Morrison Division of the Carnegie Institute of Technology, the proportion of academic work done is:

Secretarial Courses: 51% to 64%

Household Economics: 57% to 76%

General Science: 95% to 100%

Social Work: 63% to 78%

“Though not up to the general average, except in science, this compares well with some of the recognized institutions which give technical degrees. It should, however, be remembered that in an institution which has the standard of its purely academic degrees to maintain, it is easier to keep a standard for the academic courses quite unmodified by their use for technical training. The questionnaires showed that in hardly any of the courses in academic subjects prescribed for technical students in the Group C Recognized Colleges were changes made except in the direction of increasing the amount of work required.

“Should it be felt that the report of the Committee has dealt too exclusively with the question of Home Economics it

may be said that in general it appears to be the most important of the technical departments.

"Library work is given in five of the Universities recognized, in a separate library school: Illinois, Montana, Washington, Western Reserve and Wisconsin.

"There is a School of Home Economics or a department of Home Economics in the School of Agriculture in Akron, Illinois, Iowa, Kentucky, Missouri, Montana, Nebraska, Pennsylvania State College, Vermont, Washington and Wisconsin.

"It is included in the Arts or Science colleges or in the School of Education in California, Cincinnati, Colorado, Columbia, Missouri.

"In Minnesota it is given in the school of Agriculture, Forestry and Home Economics.

"In William Smith College is given in a household arts department.

"The question before the Association would seem to be whether by admitting the graduates of technical schools we should not be adding to the Association a large number of women who are more definitely interested in technical and professional work than are those who are at present in the Association, and therefore less interested in liberal studies after graduation.

"Your Committee was not able to form any judgment of the quality of the technical work done either within or without the Association, but has found almost infinite variety in the form and content of it. This may or may not be desirable but until some measure of standardization is adopted it would seem very difficult to formulate any consistent policy in regard to the recognition of it.

"It is therefore our opinion that unless some effort is about to be made by some other agency to standardize work of this nature the Association should instruct the Committee on Recognition to undertake an investigation."

After the completion of these reports, Dean Nardin continued: "On the basis of the reports just offered The Committee on Recognition would like to present its recommendation that the Association take no action toward either rejecting or accepting any type of education that has not clearly formulated its standards and created an authoritative approved list; that in addition to recommending such delay we ask you to convey to whatever organization can be reached in each field the interest of the A. C. A. in learning that such formulation and rating has taken place. In regard to the whole question of accrediting different types of institutions, we bring to you only the question whether you wish, in case you accept the recommendation for delay, to act on the partial question of including some professional work, such as library or medical education, or whether you would, as is not *urged* by the committee, but gently recommended by them—whether you would not more wisely deal with that question as a whole at a later period, when you can know by these clear definitions of the other types what would be the effect on our association of taking this general step of accrediting institutions which do not give a liberal arts degree.

"Our first recommendation then is that the Association shall never take for purposes of rating any list that is not national in scope; second, that the Association shall be actively interested in improving or creating a list that will be satisfactory; third, that no action be taken in regard to any type of education which has not clearly formulated its standards and created an approved list; but that we express to those unformulated and unrated fields our interest in seeing a crystallization of the type; although that interest should be so conveyed as not to carry an assurance as to what action we shall take in the future; and finally that we postpone in general—this is mildly recommended, the others

we are very eager about—action on all this wider field until we can know more definitely just what the whole field would include.”

Miss Thomas moved the adoption of the recommendations of the committee. Miss Perkins seconded the motion.

The question was asked whether we should delay action on the medical and library schools. Miss Thomas said that that was included in her motion to accept this admirable report.

Miss Farr considered it hardly fair to put off the medical schools and the library schools which are standardized. She added also that if standardization were to proceed further where it had not yet been done, it would be encouraged and would be done more rapidly and thoroughly if it were promptly accepted than if it were put off. She thought that it would discourage a large part of the country if we delay in taking a first step in this recognition. We have spoken of them as technical schools, but a law school, only the last two years of which are devoted to law, is hardly more technical than the junior and senior years of a teachers' college. (Applause.)

Mrs. Morgan moved to amend the motion by providing that the recommendations of the report be separately considered. Miss Whittaker seconded the motion and it was carried.

The first recommendation—that for purposes of rating we shall take no list that is not nation-wide in scope was presented and unanimously carried.

Dean Nardin then read the second recommendation—that the Association should instruct its Committee on Recognition—and the Committee on Standards, she thought, should be included in this—to take active measures to secure or create a satisfactory list or lists for rating.

The President called for discussion.

Miss Elizabeth Adams said that if there was to be really active encouragement of standardization of the training

for the various professions she thought that we should recognize the fact that there is a new attitude towards the standards themselves—that we are looking at standards in a more functional and a more psychological way. “Standards are going to be,” she said, “not merely a matter of college entrance requirements; they are to be much more working standards. I do not mean to advocate a lowering of standards but there is a remarkable new interpretation abroad in the use of standards. The professions are considering their output as well as their intake, and we must judge a profession as an active functioning thing, by its output. You are probably aware that there has been already formed an association of schools of social work, including the recognized independent schools and some of the schools connected with colleges and universities. You probably also know that the Russell Sage Foundation has begun a study of education and training for social work which is to be carried on, I think, under very enlightened auspices. The preliminary work of that study is already under way. We all know, of course, that the engineering and agricultural groups are actively engaged along these lines. If we could put our weight back of this movement it would be well, but it should be with the understanding that there is a new attitude towards standardization.” (Applause)

The question was called for and the motion was put and unanimously carried.

Dean Nardin then presented the third recommendation, which was that the Association shall take no action towards any type of education that has not clearly formulated its standards and has not made an approved list of institutions giving such education. Some discussion followed by which it was made clear that the recommendation related to the as yet unstandardized professional and technical fields. The question was then called for and the recommendation was accepted.

Dean Nardin then presented the fourth recommendation—that the Association should postpone all action on other types of education than those now represented on our approved list until such time as the Association has before it standards and lists from other fields, so that we may decide upon the question as a whole instead of committing ourselves piecemeal to a policy before we quite know what that policy would mean to us.

Mrs. Bates thought that it would help much in the matter of organization within the states if we might now recognize the library and medical schools. It would not seem that we are lowering our standards in any way in accepting these two types.

“If we admit the medical schools and the library schools” asked Miss Deal, “we should admit the graduates of the George Washington University Medical School and not their liberal arts graduates, for example; or the graduates of the Simmons College Library School and not the graduates of other departments, should we not?”

Miss Nardin replied that that would be true except that in the case of the Simmons Library School they would not be eligible unless they had had three years of liberal arts preparation.

The President asked whether it would be possible to admit the graduates in medicine and in library science from the institutions already recognized by the A. C. A. Mrs. Martin replied that we had already done that by the action taken at the St. Louis meeting providing the course leading to the degree had contained at least two years of work that would be credited to the arts degree.

Miss Reilly thought that it was difficult for a committee to administer anything fairly if it really does not understand what it is getting into. “We do not seem to see very far ahead in what we are doing now,” she said. “Take the question of requiring three years of undergraduate work. How are we to get

that information? Are we to look that up or is the library school to be responsible for that and we accept their word? Are we accepting also the requirement of the medical school for two years of academic work? It seems there are many detailed questions that affect our decision in this matter. We should have nothing to lose by accepting the ‘gentle recommendation’ of the committee that we defer the matter.”

Mrs. Brookings spoke for Dr. Adelaide Brown, a member of the California Branch who had had much to do with the standardization of medical education in California. She said that Dr. Brown felt that it would be a step backward for us to admit to the Association women who had received the medical degree without having secured also the academic degree. She said that what had been done at the St. Louis convention was in Dr. Brown’s opinion, going as far as we could without going back on the standards of medical education already fairly well established. Mrs. Rosenberry added that she had a letter from Dr. Brown on the subject.

Miss Adams inquired how far the convention knew that the American Council on Education had a Committee on Professional Training for Women, the only Committee of the Council which deals especially with matters concerning women. The Committee has not been functioning very actively but there might be worked out some relation between that Committee and the proposed Committee on Standardization which would definitely put the resources of the American Council at our disposal.

Miss Whittaker thought that the work of the Association for the next two years was so important that it would be a mistake to deprive ourselves of the strength that the medical women might give us.

Another member called attention to the fact that we have already members in our association, like the gradu-

ates from the home economics department of Purdue University, from the unstandardized field. The medical profession is standardized. Would it be fair to keep them out under such circumstances?

The question was called for. The result of the viva voce vote was in doubt. A standing vote was then taken, fifty-four persons voting to accept the recommendation of the committee, and fifty-nine voting to reject it, the fifty-four persons casting 138 votes, and the fifty-nine casting 162½. The objection was raised that the delegations were not full and that in some cases those present had not cast the full vote of their delegations. A standing vote was again taken and the motion was lost still more decisively.

It was moved and seconded that the report of the committee as a whole be accepted and placed on file. Mrs. Ransom asked whether that meant that we accept the list of medical colleges as read. The President said that unless there were objections she would rule that the reports of the sub-committees should be accepted separately before the report as a whole was accepted.

Mrs. Wahl moved that the report on the medical schools be accepted and placed on file. In reply to a question from the President she explained that she meant by her motion that the medical schools should be accepted for membership. The President asked Dr. Tracy for the exact recommendation of the committee. Dr. Tracy replied that the recommendation was that the medical schools holding membership in the Association of American Medical Colleges be accepted.

Mrs. Martin said that in accepting the list of this accrediting agency as academically eligible we are not necessarily accepting immediately all the institutions on the list for membership. Her understanding was that our additional requirements beyond the academic re-

quirements were applicable to these institutions and that the investigation in the case of each of them would have to be made just as heretofore. Mrs. Wahl, who had made the motion, said that she so understood.

Mrs. Henderson asked whether none of the colleges on this list would be admitted until we had a further report from the Committee on Recognition at the next biennial meeting. Mrs. Martin said that that would be true unless some of them were already accepted under some previous accrediting rule.

The motion was put and carried.

Dean Nardin then presented the recommendation of the sub-committee on library schools—that the schools which are members of the American Association of Library Schools should become academically eligible. Mrs. Anderson asked whether the three years' college work required by this Association as a pre-requisite for the library training would have to be done in an A. C. A. college or in any college. Dean Nardin replied in an A. C. A. College.

Mrs. Beahan moved that the recommendation be adopted. The motion was seconded and carried.

In the case of the report of the sub-committee on teachers' colleges and that on technical schools, the President thought that their recommendations had already been acted on in the acceptance of the third recommendation of the report of the Committee on Recognition that no action be taken in the case of any type of education which has not clearly formulated its standards and created an approved list. We were ready therefore to proceed to the final vote on the acceptance of the report of the Committee on the Recognition of Colleges and Universities.

Dr. Stevens moved that the report of the Committee be accepted and placed on file. Mrs. Ransom seconded the motion, and it was unanimously carried.

The President then addressed the con-

vention. "I think we all feel that that is a great, big piece of work! (Laughter and applause); and I hope we feel that it is a piece of work in the right direction. I do not think there has been a desire on the part of anyone, in St. Louis, in Cleveland, or here, to lower the standards of the Association, but only that the Association should show itself open-minded, willing to trust its committees and willing to bring matters within the purview of its committees, which is an important thing.

"The next large piece of business before the Association is the question of the amalgamation of this Association and the Southern Association of College Women. The Chair, as Chairman of the Joint Committee of the two Associations, would state that the Board of Directors voted yesterday to recommend to you this report which I am about to present but it is you who must take the final action.

"There has been in the air for a number of years the hope that these two associations might come together. It is not the purpose of the chairman to go into the work of the Southern Association. It has been a work of courage. It has required time and energy. The whole feeling when the two committees came together was that the Southern Association certainly wished to maintain as high standards as does the Association of Collegiate Alumnae.

"The provision made at the Council meeting in Cleveland was that the situation should be reviewed and the recommendation made by a joint committee. The committee of this Association consisted of the President; the Vice President of the South Atlantic Section, Mrs. Swiggett, who is also a vice-president of the Southern Association, and Miss Larew of Randolph-Macon College, who holds degrees from the University of Chicago, appointed because she was in that southern territory and yet understood our desires. There were also present at the conferences at different times Mrs. Pomeroy

and Mrs. Martin. The committee from the Southern Association consisted of Miss Harkness, Professor of Latin in Tulane University, President of the Southern Association; Miss Colton, past president and first vice president of the Southern Association, whose serious illness prevented her attendance at any of the meetings; Miss McDuffie of South Carolina, who is eligible to our Association also by virtue of her degree from Columbia, and Miss Keller of Westhampton College also eligible to the Association of Collegiate Alumnae, chairman of the Committee on the Recognition of Colleges of the Southern Association. The Committee also had the assistance of Miss Alice Wildman, the treasurer, and of other officers of the Southern Association. The report is the result of two meetings that were held here in Washington, the one in October, the second in December, and of a joint meeting of the Boards of Directors of the two Associations held yesterday. Our own Board of Directors, at a meeting held immediately after the joint meeting of the two Boards, voted to bring these recommendations before our Association. They are presented herewith."

Recommendations of the Joint Committee of the A. C. A. and the S. A. C. W.

1. Institutions no alumnae of which have joined either association should be dropped from the accepted lists of both.
2. The two committees on Recognition should consider everything left—and work out a common list.
3. Local members might be drawn from institutions not on the national list, the hope being that these will ultimately fulfill the requirements of the National. In the Southern section local members will be graduates of institutions recognized by the Association of Colleges and Secondary Schools in the Southern States.
4. In each chapter national members

would pay dues to the national treasury and every privilege would be open to every member except the privilege of voting in the national convention. Representation in the convention is to be based on the national membership only. General members must be eligible to the national organization.

5. The national membership shall be made up
 - a. Of all the present individual members of the A. C. A. and the S. A. C. W.
 - b. Of graduates within the next three or five years of the institutions on the list of the Association of Colleges in the Southern states in addition to those now on the accredited list of the A. C. A.
 - c. Of graduates after this tentative period from colleges which have met the requirements of the National Association, all other institutions on the present lists to be dropped by the Committee on Recognition.
6. In territory now covered by S. A. C. W. a special Committee on Recognition of Colleges and Universities should be retained for as long a time as may be necessary. When in the estimation of this committee an institution is ready to be recognized it is to be so recommended by the above committee to the A. C. A. Committee on Recognition.
7. In considering the whole question particular attention shall be paid to the additional requirements formulated by the A. C. A.
8. Graduation with a degree shall be a requirement for local membership.
9. Associate membership shall be permitted up to a certain maximum to be determined.

The President explained that she had the list of the members of the Southern Association who were paid-up members on the first of January. This list had been carefully gone over to

see what proportion of the members were already eligible to membership in the A. C. A. Roughly the figures were as follows. There were eight hundred members of the Association. Of these 453 were eligible to the A. C. A. Of the remaining 347 one hundred and forty-seven had been made eligible by the voting in of Agnes Scott College, Sophie Newcomb College and the University of Kentucky. Doubtless some of the other colleges that have just been taken in have made others eligible, but there has not been time to compute them. The general situation then is that there are at least 600 out of the 800 that are already eligible. That would leave only 200 that would be taken in merely because they have belonged to the Southern Association, and it should be remembered that they have worked for the cause of the higher education of women in the south.

The President then took up in more detail some of the recommendations. She asked that particular attention be given to section b under 5. The reason why the Southern Association was asking that this be done was because some of these institutions such as Trinity College, Vanderbilt University, and the University of Tennessee, were so nearly ready for recognition that they would come within the purview of the Committee on Recognition almost at once. At some of these places the Southern Association had flourishing branches which would be stimulated to great activity in behalf of the institution if this action could be taken. They felt sure that in the case of Trinity College, for example, if they could be given three years, the requirements could be met. If at the end of that time it was not ready for acceptance by the national association, its graduates would become local members, as provided in section c.

The President called attention also to provision 6, saying that the Southern Association wished for a time to keep its old standardizing agency but with only

recommendatory powers. The final action would be taken in the national association on the recommendation of the national committee.

Provisions 7, 8, and 9 introduced no new element and hardly needed comment.

Mrs. Wahl moved that the report be adopted and placed on file. Mrs. Swiggett seconded the motion and it was carried.

The chairman asked for discussion of the proposals embodied in the report. Miss Johnson asked whether these were the unanimous recommendations of the joint committee. The President replied that they were with the exception of b under 5. This had been introduced at the joint meeting of the Boards of Directors and the joint committee had not had opportunity for a meeting since.

Miss Channing said that she did not understand the first half of number three. She wished to know who would decide who was eligible for this local membership. Did this affect only the southern territory or did it apply to the whole association? The President replied that what we had before us now affected only southern territory. Local membership in this territory would be decided by the sectional committee on recognition provided for in 6. Matters affecting the whole association would be dealt with in the reorganization plan that would be taken up later.

Miss Kerr asked whether there is a distinction between local membership and associate membership, and it was pointed out that the local member is a degree holder, while the associate is not.

Miss Anderson asked whether it is optional with the branches whether they admit local members. The President replied that that would be decided later.

Miss Pendleton moved that we invite the Southern Association to membership in this body on the basis given in this report. Dean Kerr seconded the motion. Miss Thomas asked whether this would preclude the discussion of the recom-

mendations. Miss Pendleton replied that her motion was intended to open up that discussion, so that whatever decision we came to might be binding. She thought that it would be unwise otherwise to spend time discussing the details of the report.

Miss Payne asked whether b of section 5 did not render section 3 meaningless, but the President thought not. Miss Thomas thought that section 5 should be prefaced with the phrase "in the Southern Section" for the sake of clearness.

Miss Payne asked whether there would be a distinction between local members in the south and in the north. The President thought that that would have to be determined in the working out of the reorganization plan.

Mrs. Swiggett said that it was her understanding that if the Southern Association accepts our invitation it is entitled to come into the reorganization meeting and vote on the plans for the whole country. This was assented to.

The question on the invitation was called for, the motion was put and unanimously carried. This was followed by prolonged applause. Mrs. Rosenberry suggested that the vote be a rising vote. This was given unanimously.

Mrs. Pomeroy moved that a messenger be sent to the President of the Southern Association with the invitation. The motion was seconded. It was however decided that it would be best to postpone action on this motion until after the detailed discussion of the various proposals. The convention then proceeded to take up the proposals, item by item.

Miss Pendleton then moved that the first proposal—that institutions, no alumnae of which have joined either association, should be dropped from the lists of both—be accepted. The motion was seconded by Miss Farr, was put, and unanimously carried.

The President read proposal 2—that the two Committees on Recognition should consider everything left and work out a common list. Dr. Stevens moved, and Mrs.

Andrews seconded the motion, that the second point be adopted. This was carried.

The President read the third proposal—that local members might be drawn from institutions not on the national list, the hope being that these will ultimately fulfill the requirements of the National. In the Southern section local members will be graduates of institutions recognized by the Association of Colleges and Secondary Schools in the Southern States. Miss Kerr moved, and Mrs. Hendericks seconded the motion, that this proposal be adopted.

One delegate asked whether, if this were done, it would not be necessary to accept, for example, all of the colleges on the list of the North Central Association; in other words, whether we were not dealing here with a principle rather than a local situation.

Mrs. Swiggett said that she thought there was a different situation in the territory of the S. A. C. W. They are really working as a group for the upward movement of standards. So far as she knew there was no such concerted movement going on outside of this group.

The President explained that the hope was that through the local membership we could mobilize for standardization women who were willing to work for it in the hope of making their colleges eligible for national membership.

A member asked "What does the Southern Association mean?" and received the reply that it was an association of college women drawing its membership from the territory south of the Mason and Dixon line, east of the Mississippi River, and North of the Gulf of Mexico, with one or two branches in Texas.

Mrs. Vineyard asked whether, if the Southern Association becomes a part of the A. C. A. it does not automatically take the organization of the A. C. A. and whether they would not have an opportunity to decide upon their own local

members. To this the President assented. Mrs. Vineyard continued: "Then, if the Southern Association becomes a member of the A. C. A. would its branches not have a right to decide the question of local membership for themselves? Why should we decide for them what they shall do?"

Mrs. Rosenberry explained that we have no local members except associate members and that this provision takes care of a group not taken care of in our association except under the general caption of associate members.

Miss Woolley asked whether it would not embarrass the Southern Association if we did not accept this provision. It would exclude women who will work diligently for the advancement of education in the south. It seemed to her necessary for the Southern Association to have some provision of this sort. (Applause)

Mrs. Pomeroy reminded the Association that we are discussing a plan to take into our body an already organized group of people and the acceptance of the provisions of the report does not in any way set the precedent for our own branches already organized.

The question was then called for and the motion was carried.

Miss Pendleton then moved the acceptance of provision 4—that in each chapter national members would pay dues to the national treasury and every privilege would be open to every member except the privilege of voting in the national convention. Representation in the convention is to be based on the national membership only. General members must be eligible to the national organization. This was seconded and carried.

Miss Thomas moved the adoption of 5a and the omission of b and c, as presenting a very difficult problem. She added that we might return to the discussion of b and c later. Mrs. Parrish seconded the motion which was duly put and carried.

Miss Thomas then moved that, owing to the lateness of the hour, we defer consideration of b and c until after we have acted on the other provisions of the report. The motion was seconded and carried but not unanimously.

Mrs. Gilpatric moved the adoption of provision 6—that in territory now covered by the S. A. C. W. a special committee on the Recognition of Colleges and Universities should be retained for as long a time as may be necessary. When in the estimation of this committee an institution is ready to be recognized it is to be so recommended by the above committee to the A. C. A. Committee on Recognition. Mrs. Bates seconded, and with very little discussion it was carried.

Provisions 7, 8, and 9 were then adopted separately but without discussion.

Miss Larew then proposed as a substitute for section 5 b the following: "Of graduates within the next three or five years from institutions now on the list of the S. A. C. W., which, while not now on the list of the A. C. A., yet in the opinion of the recognition committee of the territory, will soon come under the purview of the recognition committee of the new organization." Miss Larew went on to explain that they would put in institutions which are shaping themselves in harmony with the additional requirements of the Association of Collegiate Alumnae. She added that she would like to call the attention of the convention to the fact that on account of the peculiar conditions in the South, the Southern Association had concerned itself far more with the academic rating than with the other requirements for the education of women, and that this fact would be a safeguard.

Mrs. Swiggett seconded the substitute proposal. Dr. Stevens called attention to the fact that undoubtedly in the Association of Collegiate Alumnae now there are accredited institutions which would no longer be so, were there to be a revision.

The question was called for and the

motion was put and unanimously carried.

Mrs. Rosenberry read 5 c—"Of graduates after this tentative period from colleges which have met the requirements of the National Association, all other institutions on the present lists to be dropped by the Committee on Recognition." Mrs. Anderson moved, seconded by Mrs. Wittrig, that this provision be accepted.

Mrs. Andrews asked for a decision as to whether it should be three or five years. She recommended five years as the proper period. The mover and seconder of the motion accepted the five year suggestion, and the motion was carried unanimously.

It was then moved, seconded, and carried that the recommendations as amended and adopted seriatim be adopted as a whole.

The postponed motion made by Mrs. Pomeroy and seconded by Miss Chandor, that a messenger be sent to invite the Southern Association to come into membership on this basis, and to attend the meeting on reorganization on Friday morning, was then taken up. Some suggestions were made as to the exact form of the message, and the motion was carried unanimously.

The Secretary then announced that there were two Alumnae Associations that desired to come into membership and to take part in the Alumnae conference the following day. They were the Randolph-Macon Association and the Alumnae Association of the College of St. Elizabeth. She moved that they be accepted. The motion was seconded by Mrs. Trelease and was carried unanimously.

Mrs. Wahl then moved an adjournment. The motion was seconded and carried and the meeting adjourned at 12:15.

WEDNESDAY AFTERNOON SESSION **March 30, 1921**

The Wednesday afternoon session was convened at 2:49 P. M. with Mrs. Rosenberry presiding. The President declared

a quorum present and asked for the completed report of the Committee on Credentials.

Miss Lila Taylor reported for the Committee as follows:

COUNCILLORS

Former Presidents-----	3
General Officers -----	9
Chairmen of Committees-----	7
College Councillors-----	44
Branch Councillors -----	66
Alumnae Association Councillors-----	39
General Member Councillors-----	4

Total Councillors 172

DELEGATES

Branch Delegates -----	129
General Membership -----	14
Alumnae Association Delegates-----	95

Total Delgates 238

Total Councillors and Delegates 410

It was moved, seconded and carried that the report be accepted and placed on file.

The President reminded the convention that this was the session which it had been agreed should be devoted to a discussion of the Club House for the information of the special club house committee. She announced that the order of discussion for the afternoon would be, unless objection were offered, to take up first the question of how the club house shall be managed, and then the question of buying the property. She thought that the reception at the White House would require a comparatively short time; and Mr. Brown, the real estate agent through whom the negotiations concerning the City Club have been carried on, will be at the City Club between five and six o'clock and will be glad to show the members the property. Another opportunity also, she said, would be offered the following day.

Turning now to the plans, the President said that there had been presented to us two plans, one recommended by the National Club House Committee, and

the other an entirely personal matter with the President, who feared a plan might not be presented and therefore considered it advisable to present one of her own. This latter plan would be ready for distribution in mimeographed form in a little while.

Mrs. Morgan moved that the convention consider the plan presented by the National Club House Committee and the motion was seconded and carried.

See pp. 181-2, Vol. XIV, Nos. 7-8, April-May.

Mrs. Morgan then spoke concerning this plan as follows: "The three most important points of difference between the plan proposed and the plan tried out during the past year are apparent. I would speak from my experience as the first chairman of the house committee and also of the National Committee, and for months the only connecting link between the two. The first point is that the secretary of the Board of Managers of the club shall be in Washington either as a temporary or as a permanent resident. From the report of the Executive Secretary of the Association yesterday it was clear how large a burden the club house imposed on the executive office. The executive officer has been the secretary of the Board of Managers of the Club and it has added tremendously to her personal work and to the work of the national office. The National Association should do its part. I am strongly for the inclusion of the \$500 in the budget for retiring the bonds, but I do not think it necessary to donate the services of the executive secretary as secretary of the Board of Managers.

"The second point is even more important, and that is that the treasurer of the Club House Fund shall also be resident in Washington, and that the same person shall be treasurer of the Club House Fund and also of the house fund.

"I would stress also the point of the new suggestion made in this plan con-

cerning the executive committee. I want to assure you that the experience of a year has proved that the old plan is absolutely insupportable, because you have a committee with authority outside of Washington which is necessarily ignorant of many essential points, and a committee in Washington which has no authority whatsoever. There is always resulting difficulty under such conditions. One of our club house managers resigned for just this reason. It will be difficult to secure a local house committee which will be willing to work with a Board of Managers entirely outside of Washington, unless the members are secured the members of the Club who know how it has been working the past year. An executive committee that will be in Washington, except for one member, who is quite near and will be constantly on call, should be an integral part of the Board of Managers, which has the national responsibility. It is not fitting that the house committee should have this responsibility, but it is necessary that the committee which has responsibility—the working committee—should be in Washington or close enough to be in actual touch with the situation. Growing out of that is the appointment of the two important sub-committees, the House Committee and the Public Interests Committee, by this executive committee instead of by the general Board of Managers. It is evident that a Washington committee must be appointed by someone who knows the people in Washington.

“This covers the three points that created the difficulties in the carrying out of the plan last year, the remedying of which would make the management of the Club quite ideal for next year.”

Miss Maltby asked why it was advisable to make the educational secretary a member of this committee. She thought that this would seem to be not a strictly educational piece of work and would consume valuable time.

Mrs. Morgan replied that in including

her the idea of the committee was not to have her give actual work but to have her there as a representative of the Association. She was to constitute the close touch between the Board of Managers on the one hand and the National Association on the other. Of course the President is an ex officio member, but the President will presumably be outside of Washington and the educational secretary will presumably be in Washington.

Miss Maltby asked whether it would not be better to leave the matter elastic, and let the general association appoint its representative. The educational secretary might not be in Washington at all times and might not be a person who would desire to give time to this matter.

Miss Reilly thought that neither of the plans before us associated closely enough the meaning of the club house with the work of the association, which was the thing in which she was personally most interested and in which she had found others to be interested. The clubhouse, she thought, should represent the constructive work and the wide relations of the association. The underlying scheme does not associate this work closely enough, in the minds of outside people with the work of the association itself. Perhaps representation on the committee might be based on our scheme of sections as we may adopt them at this convention. It might be based on the number of club members in each section. A certain minimum number of members in a section would entitle to representation and where there is a larger representation in any particular section it could be handled sectionally. The nominations could be made by nominating committees in each section. In that way the interest of all the people who have joined the club as members and desire to support it in its national character and in its relation to the general work of the Association might be secured. For that reason Miss Reilly thought it wise to have the educational secretary on the committee and

also that it might be well to provide for representation from the International Relations Committee. If anything in the club house seemed to interfere with this broader idea, she thought it would be disappointing to those of us who have a large interest in the organization of a club house as a forward moving point for the association itself.

Mrs. Cole thought that the third section in the plan of the National Committee might be carried out in just the way Miss Reilly had suggested. It is provided there that these members shall be elected at the biennial meeting, and the plan just suggested could be followed in these nominations and elections. If we are to live in sections we might as well function in sections! (Laughter)

The President felt that Miss Reilly's suggestion was excellent. "Everyone wants this," she said, "to be an association enterprise, national in scope. The national officers are, in the last analysis, responsible, and it is only when, throughout the country, the interest in the undertaking is felt, perhaps through representation on a Board of Managers, that you will get your truly nation-wide interest in it."

"The object of the club house is national," said President Thomas. "I cannot imagine that we have gone into this for the sake of having good food and a few bed-rooms for members visiting Washington. We want a *national* club house and we must tie up as closely as we can to our national officers. We should have on the Board of Managers not only the President of the Association but the Treasurer, to see that it is properly financed. Also the Executive Secretary and our longed-for and dreamed-of Educational Secretary.

"Then I should like to see very much six other members, or as many as you please—perhaps a small board, as suggested by Mrs. Rosenberry is better—nominated from the sections in proportion to the club membership from the sec-

tions. That would be really fair and democratic. Then the Board of Managers could select from these nominations a number—six or whatever you please—to work with them. That does not interfere in the least with the Board of Managers selecting a house committee from members resident in Washington."

Mrs. Wheeler suggested that it might be possible to carry out the sectional idea by having our representation according to the number of graduates in the section. Each section has a number of colleges and each section knows its own colleges. The representative need not reside in the section but she should be a graduate of a college in the section.

Mrs. Moore said that she wished to say that there was no question of the advantage of having the officers on the Board. But they have borne the burden up to this time. It was only hoped by the plan of the national committee to save them from this undue burden. It was also hoped to save the expense of having these distant officers come to Washington. It was thought that the national connection could be retained through the President and the educational secretary. Mrs. Moore thought that the suggestion of having the Committee on International Relations represented was excellent.

Professor Sophie Hart said that she felt that we must have our national officers represented on the Board. "It may cost considerable to do it and take much valuable time," continued Miss Hart, "and they are already heavily burdened; but as this is a national enterprise, we must have the direction, counsel and the constant supervision of our national officers. They are the only people in touch with the problem. It has been suggested that the persons nominated or elected might be from the different sections. It seems we should now provide for the type of organization we want and not trust in the future to the wisdom of the different sections. There should be a definite provision in black and white for tying

up the officers in the club house with the interests that we wish represented. These matters should not be left to the discretion or impulse of anyone. It is essential that the representation should be by sections and be thoroughly democratic, on the basis of the largest membership getting the largest representation. The plan put into our hands by the National Club House Committee does not seem to give assurance of securing a thoroughly national type of management. I feel that we must provide a thoroughly democratic, national type of management."

Mrs. Howes said that so far as she could see there was no difference of opinion whatever as to the principle of a national direction and national ideals for the club house and that it appeared to be only a question of method of getting either sectional representation or a sectional type of election that will satisfy everyone. It would not be wise, she thought, to give responsibility to the people here in Washington without authority. If the responsibility and the authority can go hand in hand, all will be well. It is difficult, however, to have the responsibility without the authority. The authority is given, she thought, in the plan recommended by the National Club House Committee. The executive committee, which is a part of the Board of Managers, is the one which should have both the responsibility and the authority. Let the executive committee be constituted in as broad and as national a way as possible but do not divide responsibility from authority. (Applause)

Mrs. Swiggett asked whether the special committee on the club house was to consider the one plan or the other or whether it might evolve a new one from both. The President said that it was to receive all possible suggestions and to bring to the convention a plan of its own.

The President then said she wondered whether we had come to the place where two or three things might be cleared out

of the way. "Is it the sense of this meeting," she asked, "that any plan devised—I think there can be no question about this—that any plan devised shall take cognizance of the national and international character of the club house?"

This was voted unanimously as the sense of the meeting. "Next," she asked, "is it the sense of the meeting that the resident and non-resident members should take a part in the selection of any Board of Managers?" This also was unanimously passed.

"Is it the sense of the meeting that in some way the sections with their non-resident membership should be represented in the Board of Managers, if it is possible?" This was passed with apparently only one vote in the negative.

The President then took up the question of whether there should be a special bonded treasurer for the club house. She explained that Mrs. Pomeroy felt that she must give over her office at the end of the next two years, when her term expires. It would then be ten years that Mrs. Pomeroy had borne the tremendous burden of the treasurership of the organization. She would like to be relieved before that time. "Should we understudy her in any case," asked the chairman; "is it the sense of the meeting that there should be a separate bonded treasurer for the club house?" The vote was affirmative but not unanimously so.

Miss Reilly asked whether the fellowship committee had not at first held its own funds. The reply was in the affirmative. "Then," continued Miss Reilly, "it seemed wise to put them into the hands of the national treasurer. It seems wise that the treasurer should always hold the main funds of the organization. It is possible to create such an organization that this arrangement will not hold up the expenditure of funds by committees. If the club is really to be administered by the national association, the club house money should be held in a special fund to be administered by the

national treasurer."

The President explained further that if we owned club house property it would be necessary that it should be under the direction of the national treasurer and the funds that came in would have to be under her direction. Would it be possible, she asked, to have the actual expenditure of money for the club in the hands of a local bonded treasurer, but the general management of the funds in the hands of the national treasurer?

Miss Humphrey thought that the understudy might be an assistant treasurer who should perform the actual duties of the treasurer of the club house, but that the whole fund must be in the hands of the national treasurer. Legally, she thought, it would be impossible to do anything else.

The President then asked, "Would the association wish to have the national treasurer ultimately responsible for the property and funds of the national club house?" A unanimous affirmative vote was given.

"Would it be the sense of the meeting," continued the President, "that an assistant treasurer should take care of the immediate concerns of the club house?" This was voted unanimously.

Miss Farr added a word in regard to the house committee. She thought that it was desirable that this committee should be separate from the general committee. She sympathized with Miss Reilly's suggestion that the general committee should be elected by sections. That would secure the interest of the different groups. This would not, however, give assurance that there would be in Washington members of the general committee particularly fitted to look after the details of the house. She felt that the house committee, instead of being selected from the general committee as heretofore, should, for smooth running, be a separate committee under the general committee.

The President then asked whether we

should come at once to the question of whether we should have the special club house committee look into the matter of buying a property.

Mrs. Wheeler asked whether this was not bound up with the question of whether we should have an educational secretary.

The chair replied that that was certainly an angle of the problem and thought that it was perhaps best to ask instead whether it was the sense of the meeting that we should have an educational secretary resident at least a part of her time at the club house.

Miss Van Hoesen asked whether the President meant that the educational secretary would be travelling through the country a part of the time. The President replied that that might be true or she might have her headquarters here only a part of the time.

The vote on the question was taken and was unanimously in the affirmative.

The President then came back to the question of whether we should purchase a house. Is it the sense of the meeting, she asked, that the special committee on the club house look into the question of the buying of a club house for the Association.

The matter was put to a viva voce vote resulting in a unanimous expression in the affirmative.

The President then asked whether there was any objection to the committee's considering the City Club as a possibility and it was voted that there was not. The President then announced that the City Club would be open for the inspection of members in the afternoon at five o'clock and again the following morning from 10:30 to 12:00.

Mrs. Howes said that it was not clear to her whether the sense of the meeting had been taken on the matter of the executive committee of the Board of Managers. She thought that that was an essential point and wished that we might have an expression of opinion. The Presi-

dent asked whether she meant any particular executive committee. Mrs. Ho. replied that she meant an executive committee of the Board of Managers which should have both authority and responsibility.

The President said that this was one of the questions that the special committee would certainly have to consider. Is it the sense of the meeting, she asked, that there should be an executive committee of the Board of Managers of the Club House which should have, as an executive committee must have, authority and responsibility?

Mrs. Wheeler asked whether that meant that the committee must be resident in or near Washington. The President replied that the details of that would be for the special committee to work out. The vote was taken on the question and was unanimously in the affirmative.

On request of the President for such a motion it was moved by Miss Farr and seconded by Dr. Stevens that the report of the special committee on the club house be made a special order of business for Friday afternoon at two o'clock. This was carried.

Several announcements were made by the secretary. Then Mrs. Hill, chairman of the finance committee of the club house announced that if anyone in the convention felt disposed to help clear up the bills of the club house, which had come in since the report was made, their assistance would be gladly received.

The meeting then adjourned at 3:51 P. M.

NOTE: Wednesday evening and all day Thursday were given to conferences, including the Conference of the Branches, the Conference of Women Trustees, the Conference of Deans and College Professors, the Conference of Alumnae Associations, etc. Reports of these conferences will be printed later. Thursday

evening was given to the dinner in which the Southern Association joined.

FRIDAY MORNING SESSION

April 1, 1921

The meeting was called to order by the President at 9:00 A. M. with the announcement that we would proceed at once to business in spite of the fact that comparatively few of the delegates were present, since there was an immense amount of important business still to be transacted.

She announced that the first order of business would be the reading of the minutes of the meeting of the Board of Directors, which was held on Monday.

Mrs. Martin suggested that since these minutes contained nothing that would not have to come before the convention in connection with the revision of the by-laws, we might save time by deferring the reading of them until such time as they would come up in the regular course of business. She said that she would so move. This motion was seconded by Miss Thomas and passed unanimously.

The Chair then announced that it would be impossible to complete the business by the time of the afternoon adjournment and that it would be necessary to have an another session beginning at seven thirty in the evening. It was also arranged that if any business were left unfinished at the evening session it should be left in the hands of the Board of Directors, which was to meet on Saturday morning.

Mrs. Swiggett then moved that the Southern Association of College Women be made an integral part of the Association of Collegiate Alumnae and its membership be received into the membership of the Association of Collegiate Alumnae on the terms of the invitation voted by this body in convention assembled on March 30, 1921, and accepted by the Southern Association of College Women in convention assembled on March 31, 1921, provided the members of the South-

ern Association of College Women subscribe to the constitution and by-laws of the Association of Collegiate Alumnae. This motion was seconded by Mrs. Morgan, the vice-president-at-large of the Association, and unanimously adopted.

Thereupon Mrs. Swiggett was instructed by the President to bring the members of the Southern Association into the hall.

While the convention was waiting Miss Thomas raised the question of how we should vote on the questions that would come before the convention in this session—whether we were to vote as individuals or by delegations. The President said that it would make no difference except in case of a division. She thought it was a matter for the convention to decide.

Miss Thomas then moved that in case of a division we should vote by ballot, writing on a slip of paper the votes that we wish to cast and the number that we are entitled to, the ballots to be collected by tellers and counted. The motion was seconded by the executive secretary and carried.

At this point the delegates to the convention of the Southern Association of College Women entered the room and their officers were presented to the President. The President welcomed them into the Association and expressed the pleasure of the Association in the union of the two Associations. Miss Harkness, President of the Southern Association, responded in similar vein.

Mrs. Pomeroy then offered a motion that the Committee on Resolutions be asked to draft a resolution expressing on behalf of both associations their deep appreciation of the value of the work done by Miss Colton, the former President of the Southern Association, which had had so large a share in making this consummation possible. This was seconded by Miss Maltby and passed unanimously.

The convention then proceeded to the

revision of the by-laws. As preliminary to such revision it was deemed best to consider first the following recommendations made a year ago by the Council in Cleveland to this convention.

RECOMMENDATIONS OF THE JOINT COMMITTEE ON READJUSTMENT

as amended and passed at the
COUNCIL MEETING 1919

1. That there be preferably one national organization and not a federation of organizations.

2. That the Council be abolished.

3. That we have an annual instead of a biennial convention.

4. That we use as our standard for academic rating the lists of colleges accredited by:

a. The Association of American Universities;

b. The Association of Colleges and Secondary Schools of the Southern States;

c. The North Central Association of Colleges and Secondary Schools;

d. The University of California;

e. The Association of American Medical Colleges.

5. That the enlarged organization shall make it a part of its program to bring about in colleges and universities which educate women the conditions specified under "additional requirements" in the circular issued by our Committee on the Recognition of Colleges and Universities; and that while taking cognizance of the failure of institutions to fulfill these conditions it shall not necessarily exclude their alumnae from membership.

6. That there be an individual membership that shall be either general or branch and that both general and branch members may be either regular or associate.

7. That the A. C. A. express to the S. A. C. W. its earnest desire to form a union of the two associations to accom-

plish the national and international program which both have deeply at heart. The A. C. A. believes that the S. A. C. W. shares its earnest purpose to perpetuate in any larger organization the constantly widening and deepening work for bettering the higher education of women, both in the United States, and so far as possible, in other countries. To effect this union it is proposed that a committee be appointed from the two associations, consisting of the president of each, two members from each, and a seventh member to be appointed by the six already proposed, the Committee on Recognition of the A. C. A., and the Committee on Recognition of the S. A. C. W., to bring in a plan at the convention of the A. C. A. in April, 1921, and at the S. A. C. W. annual meeting in the same year.

8. That the country be divided into a number of sections and that a committee be appointed by the president of the association to consider the question of redistricting the country with a view to obtaining greater unity and cooperation in the districts than is possible under the present small and artificial division.

9. That the matter of a name be left without suggestion to the Committee on Readjustment to report to the convention of 1921.

The first recommendation that there be one national organization and not a federation of organizations, was adopted. The second recommendation, that the Council be abolished was taken up. The President explained that some substitute for the present Council would probably be provided for in the revision and that the recommendation referred only to the present Council, which had been found to result in a duplication of business.

Mrs. Andrews asked whether it would not be advisable to consider the third recommendation also, that there be an annual instead of a biennial meeting, in connection with the second. This was assented to.

In the following discussion several members expressed the opinion that the work of the association was becoming so important that an annual meeting was necessary. The impossibility of taking action on important matters over so long an interval tended to discourage the interest of the individual members in the work of the association. Several members also said that the state and sectional meetings could not in any way take the place of the national meeting with its splendid opportunity for the interchange of ideas from all parts of the country.

Recommendations two and three were then adopted by separate vote.

Recommendation four—that the accredited lists of institutions made by the various regional accrediting agencies be accepted as the basis for academic rating—had already been disposed of by previous action of the association in connection with the report of the Committee on the Recognition of Colleges and Universities. The convention passed, therefore, to recommendation five. This was accepted with the omission of the last clause, so that, as adopted, the recommendation would read: "That the enlarged organization shall make it a part of its program to bring about in colleges and universities which educate women the conditions specified under "additional requirements" in the circular issued by our Committee on the Recognition of Colleges and Universities.

Recommendation six was then taken up for discussion. It soon became evident that there was a distinct difference of opinion in regard to the adoption of this article and it was moved and carried that the decision of this question be left until the convention should reach the article on membership in the revision of the by-laws.

Recommendation seven, providing for the working out of a plan for the union of the two associations had already been carried out. Recommendation eight, pro-

viding for a committee on the redistricting of the country, had also been carried out and it was decided that it would be better to receive the report of this committee when the proper place for it was reached in the revision of the by-laws.

At this point President Woolley asked whether she might interrupt the order of business to introduce a matter in which she was very much interested. She was obliged to leave and would not be able to attend the other sessions of the convention. Before she left she wished to introduce a resolution to be referred to the proper committee to the effect that the convention should go on record as being in favor of an association or league of nations. This was greeted with prolonged applause and was referred by unanimous vote to the committee on resolutions.

The Convention then returned to consideration of the recommendations made by the Cleveland Council meeting, and took up the consideration of the question of the name for the Association. It was moved and seconded that the name be "The American Federation of University Women."

Our right to appropriate to ourselves the name American was questioned. Mrs. Andrews, Dr. Stevens, and Mrs. Swiggett all expressed the feeling that other nations in both North and South America would be quite justified in resenting our appropriation of it. On the other hand, several members pointed out that the term American was in practically universal use both in this country and abroad as applying to the United States; that our various learned societies used it without question, e.g., the American Historical Association, the American Philosophical Association, etc.; and finally Miss Farr pointed out that our nation is after all the only one in which the name America forms a part of the official name—the United States of America; that it is even more characteristic than the term

United States, since there is also the United States of Brazil.

Mrs. Moore then suggested that the words "College and" be inserted before University Women, making it read Federation of College and University Women. This met with some support but with considerable more opposition. It was argued in particular that since we were changing the name in no small measure because we had found that it was either meaningless or misleading, particularly to other members of the International Federation, we should see to it that we selected a name that would be understood abroad. It was pointed out that the term college in Europe does not indicate an institution of university rank as it does with us and that our detached liberal arts colleges are, after all, a part of the university system of the United States; so that the graduates of these colleges have the same right to the use of the term university women as have the graduates of the liberal arts college that happens to be a part of some particular university. It was also pointed out that the name would be long enough to be cumbersome without the addition of any words not absolutely necessary.

The discussion then turned upon the word Federation. It was objected that our organization was not a federation but an association of individual members and it was moved to amend the motion before the house by substituting *association* for *federation*. The amendment was seconded.

Miss Chandor thought that it would be better to use the term federation, since that seemed to be the term preferred by the other national organizations in the International Federation of University Women. Another member remarked that she should not wish the abbreviated title to be the A. F. U. W. (Laughter)

It was pointed out that the British Federation had both an individual and a group membership and still called itself

a federation. It was also pointed out that our membership, although we use the term branch member, is in reality entirely an individual membership, since every member is first of all a direct individual member of the national association and only incidentally a member of a branch where she happens to be so located that the organization of a branch is possible.

After some further discussion the question of substituting Association for Federation, as proposed in the amendment was voted on by a rising vote. The chair was unable to decide on the result and it was necessary to proceed to a ballot, as arranged at the opening of the session.

Explicit directions were given and the vote was taken. Mrs. Martin and Mrs. Parrish were appointed tellers. While the vote was being counted, the Chair proposed that the convention proceed with the consideration of the revision of the by-laws. All the members had before them in mimeographed form a draft incorporating such changes as the deliberations of the Council and the Readjustment Committee had seemed to indicate as desirable. It was presented merely as a basis to work from.

Article 1 of the By-Laws was entitled Membership, as in the old By-Laws. Section 1 was entitled Eligibility, since this indicated more accurately than did the old title—Recognition of Colleges and Universities—the actual content of the section. No other change had been made in the section except to number the divisions of it 1 and 2 instead of a and b and in paragraph 2 to insert the word *approved* before *foreign universities* and *American Universities*.

Miss Thomas suggested that since the creation of the International Federation the question of determining the standing of the foreign universities should be left to the International. They have created a Committee on Standards. Might we not put it "approved by the Committee

on Standards of the International Federation of University Women?" This was made a motion and seconded. After some further discussion this amendment to the section as drafted was carried.

The vote was then taken on the adoption of Section 1 as amended and was carried.

The convention then took up Section II of Article I—Classes of Membership. This section proposed, as its first classification, national members, who might be either branch members or general members.

At this point Mrs. Morgan proposed that there should be two divisions under general members—a, regular and b, associate.

Mrs. Rosenberry called attention to the fact that this opened to discussion the sixth recommendation of the Council which had been postponed from an earlier discussion until it should be reached in the consideration of the by-laws.

Mrs. Wahl asked whether the Association had not adopted a set of recommendations sent in by a joint committee of the A. C. A. and the S. A. C. W. by which it had been provided that general members must be eligible to the national association, and whether that did not dispose of this now.

The President replied that the action taken applied only to the southern territory; that the provision made for the southern territory now prevailed all over the country. The proposal now was to change it.

Mrs. Wheeler feared that if the association did not permit associate general membership persons eligible as associate members to the national club but living in places where there are no branches might be debarred from joining the club and we should lose membership.

Miss Reilly thought that the Association should not sacrifice the national organization for the sake of this club membership. It would be a very radical change and one that she felt certain

should not be made. (Applause). Mrs. Henderson expressed agreement with Miss Reilly. Mrs. Trelease asked why a person eligible only to associate membership who wished to join the club might not become an associate member of one of the branches of the state, even though she might not live in the place which was the center of the branch. Mrs. Rosenberry replied that she could.

Mrs. Pomeroy said that she thought that recommendation six should be considered in two parts. She moved that the first part of recommendation six be adopted—that there be an individual membership that shall be either general or branch. Mrs. Moore seconded the motion and it was carried unanimously.

Mrs. Pomeroy then said that in order to bring the matter before the house she would now move that the second part be considered—that both general and branch members be either regular or associate. Mrs. Rosenberry said that this was the question now under consideration.

Mrs. Moore asked whether there was not a question of some sort of adjustment with college clubs throughout the country and if so, whether that question was not involved here. Mrs. Rosenberry thought that that would come up rather under the question of affiliated membership.

Miss Breed moved that general membership in the association should be limited to those eligible to national membership. Miss Channing seconded Miss Breed's motion. Mrs. Rosenberry explained that what Miss Breed meant was that general membership should be regular membership.

Miss Pendleton asked whether it would not be simpler to amend the motion by striking out "general" altogether in the proposed by-law making it read, "Branch members may be either regular or associate." She would so move. Mrs. Wheeler seconded the motion and it was carried. The motion for the adoption of six as amended was then passed. Miss

Breed's motion, seconded by Miss Channing, was then carried.

At this point the tellers announced that they were ready to report the result of the vote on the question of substituting "Association" for "Federation" in the proposed name of the organization. The secretary then announced that the vote stood 222 to 159 for the use of the term "Association."

The Chair announced that the question then before us was the adoption of the name, "American Association of University Women." This was carried.

The matter of the name having been settled, the President announced that the convention would suspend consideration of the proposed by-laws for the present and would proceed to a consideration of the constitution, a draft of which was in the hands of the delegates.

At the request of the President the executive secretary read from the old constitution and by-laws the statement in regard to the act of incorporation and the act itself and said that the draft which the delegates had before them was simply that act put into the form of a constitution with its proper articles.

Mrs. Pearmain asked whether we had the right to change articles of incorporation and then print this changed form as our constitution. The President said that the wording had not been changed. Mrs. Pearmain said that it was her understanding that our act of incorporation, which is a part of the laws of Massachusetts, is our constitution and that it cannot be changed in the slightest way. The President then suggested that the proposed constitution be referred to the committee on amendments for study to see whether in any respect it changes the act of incorporation, while the meeting should proceed with the consideration of the by-laws. Mrs. Ransom offered this as a motion. Mrs. Wheeler seconded the motion, and it was carried.

The discussion then returned to the by-laws, Article I, section II, on classes

of membership. The President read the clause, saying that there was no change there from the old by-laws except in the arrangement. Miss Pendleton moved the adoption of the clause and Mrs. Wheeler seconded the motion.

Mrs. Morgan said that she would like to add another paragraph to the section under discussion. She said that she would move that there be added the clause: "No woman shall become a general member who can be a branch member." She explained that by that she meant that no woman should be permitted general membership if she lived in a locality where there is a branch. Mrs. Henderson seconded the motion.

Mrs. Morgan spoke to the motion as follows: The term "Branch" is rather misleading, if what we really mean is that we have the national association and certain local divisions in certain places—cities or states. There is no other national organization that I know of that permits individuals to join the national association unless they come through some local of the Association, because if they did allow it, it would hurt the local very much. It was stated the other day by one of our sectional vice presidents that there were a great many strong women living in a certain city who did not care about joining the branch but were interested in the national association. We are all interested in the national association. It is the national feeling that is strongest. Suppose we all decided that we did not want to be bothered with local meetings, or local work, but preferred merely to join the national association. There would be no locals to work through and the national association would be disrupted. When you admit potentially strong members who say they are not interested in the work of a certain branch, for instance, but would like to come in as national members, and when you encourage it by allowing them to do so, the association puts itself in an apologetic attitude. It seems to me un-

dignified. We ought to have general members but we ought to admit them from those places where there are no branches. If there is a branch the member ought to support it at least to the extent of the fifty cents or one dollar dues, even if she cannot become an active local member.

Miss Farr did not think it would be good policy for the Association to try to force members to join branches. Miss Dean also objected. She thought it would be bad for the branches to have a considerable number of members who took no interest in the branch. Besides it would keep persons out of the national association who would never have joined the association if they had been compelled to join a branch.

Miss Channing asked whether there was anything to prevent members from joining two branches if they wished and was told that there was not—that we had a number of members who are members of two branches.

Miss Maltby said that the policy of permitting general membership wherever it was desired had always been maintained by the association and had not appeared so far to interfere with the vitality of the branches. She felt sure that in New York City we should simply lose the membership of a good many who were interested in the national association and willing to be general members but who did not feel that they had time for the branch work. She said that she should oppose this motion.

Miss Lynn spoke in favor of the motion saying that if she understood the general relation of the Association to the branches it was to give encouragement to the local work of the branches, and especially to bring about the application of the general principles and policies of the general association to local conditions; for example, to local current educational legislation. It seemed to her that it was an unfortunate thing to allow individual members to cut themselves

off from these things, which are really a part of the Association as a whole, while maintaining a nominal relation with the association.

After some further discussion Mrs. Morgan, who had made the motion, said that she was convinced that this was too radical a change to propose suddenly in this way and that she was willing either to withdraw it or to move that it be deferred to the next convention and referred to the branches for consideration meanwhile. Mrs. Henderson, who had seconded the motion, said that she was willing to have it withdrawn. She added that this was not a new question. It had been much discussed in their branch and had been in the minds of many of their members that the general members where possible should be in branches.

Miss Thomas asked whether the motion was withdrawn or deferred. Mrs. Morgan replied that she had moved to defer it. Miss Thomas felt that we ought to settle the question now. We are entering on a much larger program. By submitting this to the branches and giving the feeling of uncertainty through the Association, we shall hamper the joining as general members of hundreds of college women, when we need the help of every one of them.

The chair stated that the motion of Mrs. Morgan, seconded by Mrs. Henderson was that action on the motion, "There shall be no general members in a territory covered by branch associations" be deferred and referred to the branches.

Miss Thomas moved that the motion be tabled. This was seconded and carried.

Since the motion to defer it was tabled, the President announced that the question itself was before us. The motion was, said the president, that there shall be no general members in territory covered by a branch. The chair asked

whether we should limit debate on the question, since it was now five minutes to twelve o'clock. The question was called for, the motion was put and lost.

The Chair then asked whether there was any other change suggested in paragraph 1 under section II. Miss Van Hoesen moved that "its" in the last line be changed to "a", making it read: "would be credited by the institution toward a degree of bachelor of arts." This change was agreed to and the motion for the adoption of the paragraph was carried.

The second paragraph of the section, providing for a sustaining membership was then adopted.

The president then explained that there was a report in regard to honorary membership which she thought could best be presented at this point. The Council at Cleveland had asked for the appointment of a committee to consider the question of honorary membership and present recommendations to this convention. She had appointed Miss Cushing as chairman of this committee and had asked her to associate with herself Mrs. Severance and Mrs. Schmidt of St. Louis. Miss Coats had brought Miss Cushing's report, since she was unable to present it in person, and the chairman asked her to read it. The report follows:

Report of the Committee on Honorary Membership

The committee appointed to consider the question of honorary membership would report that in its judgment such membership be not recommended for adoption.

"It is nearly forty years since the Association began its work, which it has continuously pursued without such membership. That this has been a definite policy, though of a negative nature, is within the recollection of our older mem-

bers. This, however, is no reason why honorary members should not now be appointed. Nevertheless, if this policy is to be changed, strong reasons should be set forth for the change. So far your committee has failed to find them.

"Our organization is of a general character, not specialized in any direction, as is the case, for example in literary societies, or an Academy of Science. When the latter awards honorary membership—a practice by no means common among them—the honor is conferred on some person who has distinguished himself—or herself*—in one of the special lines of work in which the members themselves are engaged. It is a highly specialized honor and confers real distinction, as such an honor should confer.

"The honorary degrees given by certain of our universities and colleges—not by all—are of quite a different character and cannot be considered analogous to honorary membership. Even here, however, it may be noted, that a revision of the lists of degrees might be desirable after a lapse of years, a revision which, in the nature of the case, is prohibitive. The desire may serve as a warning.

"The other consideration has been of influence with the committee in reaching their decision. The time may come when some signal service will be rendered our Association by an individual, possibly through gifts for general endowment or for special purposes, but especially through a special service of far-reaching importance. In what other way could our members give more fitting expression of their gratitude than by inscribing the name of such a benefactor for ever on their Roll of Honor. Such recognition would have a significance it could not otherwise have if freely given. It is the judgment of your committee that the

'honorary membership' be held sacred in the Association for such distinction."

Violet Jayne Schmidt

Michigan '86

Mary Harriman Severance

Wellesley '85

Florence M. Cushing

Vassar '74

Boston, Mass.

28 March, 1921.

It was moved, seconded, and carried that the report be accepted and placed on file.

The clause on affiliated membership was then taken up. Except for a few verbal changes this clause was the same as in the old by-laws. Mrs. Moore raised the question in regard to college clubs, Miss Thomas also was interested in this matter, saying that she had been asked by two or three of them whether they could be affiliated in some way, with the understanding that they would work for the educational policies of the Association and be permitted to send to our convention only members who are graduates.

Miss Pendleton asked whether we might not refer this question to the committee on amendments rather than try to deal with it here. She moved that it be so referred. Miss Thomas seconded the motion and it was carried.

At this point the President announced that the Committee on Amendments was ready to report on the question concerning the constitution which had been referred to them.

Miss Reilly, reporting for the committee, said that they had examined the constitution as printed in the little blue folder giving the constitution and by-laws, and also the mimeographed draft of a proposed constitution for the American Association of University Women. She said that the Committee pre-supposed that the intention had been to separate the articles of incorporation from the constitution proper. The first and second paragraphs containing a historical state-

* e.g., Alice Fletcher—National Academy of Science.

ment in regard to the Association and the first part of section 1, giving the names of the incorporators, are omitted in the draft of the proposed constitution. In the other sections the only changes are such as are required to make them grammatical. They contain the exact wording as to powers, authority, rights, and privileges as set forth in the old constitution, with one omission. The articles of incorporation contain not only the constitution but also a footnote, limiting the amount of real and personal property which the Association may hold to \$500,000. That limit is not included in the proposed constitution. The committee pre-supposes that that would be included in the articles of incorporation, which it is proposed to print along with this constitution. There is also one addition. The proposed constitution provides for amendment. The constitution as printed in the blue folder has no such provision. The committee assumes that since it was tied up with the articles of incorporation it was not subject to amendment. We do not know whether there is any reason to suppose that we are not allowed to amend our constitution if we put it in this form. The last section, which says that this act shall take effect upon its passage, is omitted in the proposed draft.

The President asked whether the committee found anything in the proposed constitution contrary to the articles of incorporation. Miss Reilly replied that they had not. Miss Pendleton moved that the report of the committee on amendments be accepted and placed on file. Mrs. L'Ecluse seconded the motion, which was carried.

The President then announced that it was already a quarter past twelve. She would remind the convention that at two o'clock the convention would receive the report of the special committee on the club house as a special order of business and at three o'clock would come the elec-

tion of officers. At half past four the Congressional Club would receive the members of the two Associations. She asked whether they wished to adjourn now or talk longer.

Mrs. Moore moved that we meet the following morning to continue the work on reorganization until it is finished. The President replied that a session had already be arranged for that purpose for 7:30 this evening.

Miss Pendleton asked whether we might not adopt the section on affiliated membership in the by-laws and then adjourn at half past twelve. The President said that we could and the motion that paragraph three, section 1 of Article I be adopted was made, seconded, and carried.

The convention then adjourned until 2:00 P. M.

FRIDAY AFTERNOON SESSION

April 1st, 1921.

The meeting was called to order by the President at 2:00 P. M. After several announcements the convention proceeded to the special order of business for the session, which was the report of the special club house committee. The report had been mimeographed and was already in the hands of the delegates. The President, however, asked the chairman of the committee to come to the platform to present it formally.

In presenting the report Mrs. Kluegel said: "Madame President and members of the convention: It may be well in presenting this report to preface it with the statement that the idea which has prevailed in all our committee work has been that we are a special committee concerned with general policies only; and further, that the club house in Washington is, in a way, the mother house of what we hope will be a very extensive program of club houses throughout the country. The report of the committee is as follows:"

**Report of the Special Committee on the
Club House. April 1, 1921.**

Introductory Statement.

The Special Committee of the Association of Collegiate Alumnae appointed to report on the Club House desires to express its sense of the obligation of the Association of Collegiate Alumnae to the Washington branch for the invaluable service rendered in carrying the Club House from January 15, 1921, to April 15, 1921. Not only did the Washington branch by its action meet a serious financial situation, but by demonstrating the possibility of handling the Club House without loss, it helped to give the Association faith in the complete practicability of the enterprise.

Recommendations

1. Purchase of a Club House.

A. This Committee recommends that the Association of Collegiate Alumnae empower its Board of Directors to purchase a Club House in Washington, if suitable financial arrangements can be made.

B. It further recommends that we should not move from our present Club House before July 1, 1924, unless we can be reimbursed at least for the expenses, inconveniences and indebtedness that we have incurred in the Club House and unless a suitable sum for the moving expenses be provided.

C. The Committee also recommends that the Board of Directors of the Association of Collegiate Alumnae appoint a special committee of not more than five members, nor fewer than three, who shall recommend the purchase of a particular house with recommendations for the financing of the same.

II. Organization

A. The Board of Managers.

1. This Committee recommends that the Club should be governed by a Board of Managers which shall consist of the President of the Association, the Vice

President at Large, the Executive Secretary, the Treasurer, and the Educational Secretary, a representative of the Committee on International Relations, the Chairman of the House Committee, one representative of each section of the Association and three members at large who shall be resident in Washington during their term of service on the Board.

2. That the representatives of the sections shall be appointed or elected by their respective sections and that the members at large shall be appointed by the Board of Directors.

The Committee recommends that a system of rotation in office for the elected and appointed officers of the Board of Managers be adopted and put into effect by the Board of Directors of the Association.

3. The Board shall hold two meetings a year, at least one of which shall be held in Washington.

B. The Executive Committee.

This Committee recommends that the Executive Committee of the Board of Managers shall consist of seven members including the National Chairman of the Board of Managers, the member of the Committee on International Relations, the Educational Secretary, the Chairman of the House Committee and three other members so chosen as to be able to attend frequent meetings of the Committee; that three members shall constitute a quorum of the Executive Committee.

C. The House Committee

That the House Committee be appointed by the Executive Committee and shall be entirely a local Committee.

D. Other Committees.

That a Public Interest Committee and such other committees as shall be necessary for the operation of the Club House shall be appointed by the Executive Committee.

(Explanation: It is the judgment of this Committee that the Board of Managers should be national in its scope:

that the Executive Committee should be so made up as to be able to meet at least once a month and that the House Committee should be entirely local. It is understood that the Sectional Members of the Board of Directors shall be charged particularly with the membership and financial campaign among the Association of Collegiate Alumnae members resident in their sections. In the judgment of this Committee, the appointment of an Educational Secretary and her residence in the Club House are essential features of this plan. It is also the judgment of the Committee that to emphasize the international aspects of the Club, it is necessary that a member of the Committee on International Relations sit on the Board of Managers and on the Executive Committee.)

III. *Financial Arrangements.*

A. This Committee recommends that all membership dues, both resident and non-resident, should be paid at the Club House, but should be transmitted to the National Treasurer, who shall in turn place to the credit of the Club House the necessary monthly budget. All records of membership shall be kept at the Club House. There shall be a paid secretary-treasurer of the Club House who shall work in cooperation with the National Treasurer. The accounts of the secretary-treasurer shall be audited once a month.

B. That \$500.00 be set aside yearly in the budget of the Association of Collegiate Alumnae for the retirement of the certificates of indebtedness until these shall all be met.

C. That an initiation fee of \$10.00 be charged resident members beginning with this date.

That it is the judgment of this Committee that in the near future the Board of Managers should discuss very carefully the advisability of raising the resident membership dues to correspond more

nearly to the dues charged resident members at similar club houses.

Respectfully submitted

Special Committee on the Club House

ANNE KLUEGEL

Chairman

In closing the report Mrs. Kluegel said: "We wish to thank the officers and members of the convention for their very valuable assistance and advice and for their unprejudiced attitude in furnishing us with the information which it was necessary for the committee to have in order to arrive at these conclusions."

The President asked whether the convention wished to consider the report as a whole or seriatim. Mrs. Moore moved that it be considered seriatim, Miss Pendleton seconded the motion, and it was carried. The convention then proceeded to the consideration of the recommendations contained in the report.

The first recommendation—that the Association empower its Board of Directors to purchase a club house in Washington, if suitable financial arrangements could be made, was read. Miss Pendleton moved the adoption of this recommendation, Mrs. Pearmain seconded the motion, and it was carried.

The next recommendation was then read—that we should not move from our present club house before July 1, 1921, unless we can be reimbursed at least for the expense, inconvenience and indebtedness that we have incurred in the club house and unless a suitable sum for the moving expenses be provided—and it was moved and seconded that this be adopted.

Mrs. Moore asked for an explanation of the clause about reimbursement. Miss Comstock explained that it had seemed to the committee that any plan that we might make for changing from our present building ought to take careful account of the large indebtedness which stands against us, approximately \$5,300, and also of the large amount of incon-

venience and disturbance and actual loss that we shall suffer if we do that; and that the committee thought that it ought to specify that provision be made for that in the vote for the purchase of a club house.

Mrs. Moore said that she was merely wondering who was going to reimburse us and Miss Comstock replied that that was left to the ingenuity of some special committee. (Laughter).

The motion to adopt this section was then carried.

The next recommendation was then read—that the Board of Directors appoint a committee of not more than five members, nor fewer than three, who shall recommend the purchase of a particular house with recommendations for financing the same—and Mrs. Andrews moved the adoption of the recommendation, Mrs. Ware seconding the motion.

Dr. Stevens asked whether the adoption of this clause would preclude the building of a club house. Mrs. Kluegel replied that the thought of the committee in making the recommendation was merely to appoint a committee to investigate the advisability of either building or purchase, not at all to preclude building if that seemed possible.

The vote was then taken and the recommendation was adopted.

The convention then took up section II of the report, dealing with the matter of organization. The first recommendation was that the club should be governed by a Board of Managers consisting of the President of the Association, the Vice-President-at-large, the Executive Secretary, the Treasurer, and the Educational Secretary, a representative of the Committee on International Relations, the chairman of the House Committee, one representative of each of the sections of the Association, and three members at large who shall be resident in Washington during their term of service.

Mrs. Cole asked for an explanation of the phrase "one representative for each

of the sections." It seemed not improbable that changes in the sections might be made at this meeting.

Miss Comstock explained that the Committee had meant that each section now existing in the Association should have a representative on the Board of Managers. After considerable discussion it was agreed that no matter what was done at this meeting in regard to the sections the Association should for the ensuing year go ahead under its old organization. Mrs. Hill wished to know whether we had any method of getting an election in the sections, and whether the sectional representative on the Board of Managers was to be elected or appointed, and in either case by whom. Considerable discussion followed as to the possibility of holding an election in the sections and the possible methods. Miss Thomas suggested that if we are to have an annual convention where all of the sections will be represented, it would be possible for the representatives present at the convention to meet and elect their representatives for the Board of Managers. The recommendation was finally adopted without amendment, leaving the method of securing the sectional representation to be worked out later.

The second recommendation under the subject of organization was then taken up for consideration. After discussion it was decided to add after "Board of Directors" in the fourth line of the paragraph the phrase, "and that the representative of the Committee on International Relations shall be elected by the Committee." With this amendment this recommendation was adopted.

The third recommendation—that the Board should hold two meetings a year, at least one of which should be held in Washington was also adopted.

The convention then took up section B under Organization, setting forth the recommendation of the Committee in regard to the Executive Committee. This recommendation was adopted as it stood

except that the phrase "in Washington" was added after "frequent meetings of the Committee" in next to the last line.

Section C under Organization was agreed to without much discussion. Section D was also adopted.

Division III of the report, dealing with the financial arrangements was then considered. After a detailed discussion Section A of this division of the report was amended to read: "This Committee recommends that all membership dues both resident and non-resident, should be paid at the Club House and should be transmitted, *together with all other moneys except those included in the current house account*, to the national Treasurer, who shall in turn place to the credit of the Club House," etc., the underscored words being inserted. With this amendment this section was adopted.

Section D, providing for the setting aside in the budget of five hundred dollars annually for the retirement of the certificates of indebtedness was accepted as presented except that the words "already outstanding" were added after "certificates of indebtedness."

Section C was adopted as presented except that the words "June 1, 1921," were substituted for "this date."

After the final section was carried the convention gave a rising vote of thanks to the committee for its work.

Mrs. Moore, chairman of the National Club House Committee, asked whether the plan just adopted would go into effect at once or at the end of the fiscal year. After discussion it was decided that the new Board of Managers should take control on April 18, when the three months for which the Washington Branch had undertaken to be responsible would come to an end.

The President announced that the next item of business to come before the convention was the report of the nominating committee. Dean White, chairman of the committee presented the following list of nominations:

Report of the Nominating Committee of the American Association of University Women. 1921.

President—Miss Ada Comstock (Smith College, Univ. of Minnesota)

Vice-President-at-large—Mrs. Aurelia Henry Reinhardt, President of Mills College.

Sectional Vice-Presidents.

South Atlantic Section—Miss May Keller, Westhampton College

Southeast Central Section—Miss Mary L. Harkness, Sophie Newcomb College.

North Pacific Section—Mrs. Frank Baker, Tacoma, Wash.

Northeast Central Section—Miss Grace Greenwood, Ann Arbor

Northwest Central Section—Mrs. Harold L. Richardson, St. Paul.

South Rocky Mt. Section—Mrs. Abby Hagerman Shafroth, Denver.

Delegates to the Biennial Conference of the International Federation of University Women, Geneva, July, 1922.

1. Miss Ada Comstock, President
2. Mrs. Aurelia Reinhardt, Vice President-at-large
3. Miss Virginia Gildersleeve
4. Miss M. Carey Thomas
5. Miss Emilie McVea.

The President called for nominations from the floor for any of the offices to be filled. No nominations being offered, she asked whether the convention wished to vote by ballot. It was moved and seconded that the Secretary cast a unanimous ballot for the persons named for the various offices by the nominating committee. The Secretary announced that the ballot was cast and the officers were declared elected. Prolonged applause followed. The President asked Miss Comstock whether she would speak to the convention and she expressed in her usual happy manner her appreciation of the honor shown her.

The President then announced that the convention would proceed with the work on the revision of the by-laws. As pre-

linary to that, however, she thought we had better have the report of the Committee on Amendments on the question that had been referred to them in connection with the affiliated membership clause, which was the last one acted upon. This question related to the possible affiliation of college clubs. The report of the Committee follows:

"The Committee on Amendments has found it impossible to draw up adequate amendments to the by-laws to provide for the affiliation of college clubs.

"The subject is so complex and affects so much of our present organization that the Committee feels that it should be referred to a special committee, with the power of presenting amendments at the next annual meeting—that is, if the convention wishes to seriously consider the affiliation of college clubs.

"No action should be taken without detailed knowledge of the college clubs in different localities and their relations to the branches.

"Our Committee feels that an effort to provide for the *local* affiliation of the college clubs with the branches would be more valuable in strengthening the Association; while the separate affiliation of the college clubs with the national association might weaken the national association and not provide adequate financial support."

It was moved and seconded that the report of the Committee be received and placed on file. This motion was carried.

The convention then resumed its consideration of the proposed changes in the by-laws. Sections I and II of Article I had already been passed. The convention then proceeded with the consideration of Section III, Branch Membership.

Paragraph 1 and paragraph 2a, providing respectively for cooperation of the branches with the national association and for national membership in the branches, were adopted with practically no discussion. In regard to paragraph 2b the chairman stated that the require-

ment for local membership was stated more loosely in the mimeographed draft than the committee had really intended to state it and that what the committee really wished to propose was that local members should be women holding approved degrees from any college or university recognized by any of the sectional committees on recognition. Someone asked whether local membership would be obligatory upon the branches and the reply was that it would be optional just as associate membership had always been. This proposal was then adopted by the convention.

In regard to paragraph c under 2 of associate membership the chairman explained that what the committee really wished to propose was that associate members should have had at least one year of academic work in some one of the colleges or universities whose graduates were accepted for either national or local membership. The provision then would read:

"c. Branches may at their discretion invite to associate membership women who are not eligible to national or local membership. Any woman not registered as an undergraduate, who has taken one full year's academic work in any college or university on the accredited list either of the National Association or of the section, may be invited to associate membership in a branch. Academic work should be interpreted to mean any non-professional work such as would be credited for one full year's work leading to the A.B. degree, although not necessarily taken in candidacy for the A. B. degree. This is the minimum requirement. A branch may make any additional requirements for associate membership which may suit its own local conditions, providing only that the minimum be observed.

"Any woman who is eligible to national membership shall be refused local or associate membership.

"Local and associate members may not

vote on matters that concern the National Association. The dues of local members shall be determined by each section. The dues of associate members shall be determined by the branch."

This provision was adopted.

Paragraph 3, requiring from branches an annual report to the sectional director and from branch treasurers an annual report to the national treasurer, was adopted without discussion.

Paragraph 4, requiring the payment of an annual fee of \$2 from the branch to the national association for each national member was also adopted.

Paragraph 5, fixing the date of the beginning of the fiscal year; paragraph 6, providing for dissolution of branches that have fallen below the minimum membership requirement or that have failed to report; and paragraph 7, giving branches authority to make their own by-laws, were passed as drafted.

That completed consideration of Article I. Miss Pendleton moved that Article I be adopted as amended, this was seconded by Mrs. L'Ecluse, and the motion was carried.

The convention proceeded to consideration of Article II, on Sectional and State Divisions.

At this point the chairman said that this seemed to be the proper place to introduce the report of the Committee, appointed in compliance with the request of the Council at the Cleveland meeting, to study the problem of re-districting the country. The committee appointed had consisted of the sectional vice presidents with the vice president-at-large as chairman. Mrs. Morgan reported for the committee as follows:

Report of the Special Committee on Re-Districting.

"Two circularizations of the committee resulted in bringing out only one idea to which a majority of the members of the committee subscribed,—that was the advisability of state organization. A

meeting of the committee was held on Monday, March 28, which left the members equally divided as to the various proposals made. The only action taken was affirmatively on the motion of the vice president of the North Atlantic Section that that section be not divided. The committee agreed that it was impossible to report any recommendation as to size and number of sections at this time, since the question was so closely bound up with the whole plan of re-organization.

"After the unanimous and enthusiastic recommendation of the conference of the branches that state organization be adopted rather than sectional organization in case both cannot be adequately financed, the chairman thought it useless to call another meeting of the committee until the point had been decided by the convention. The committee therefore makes no recommendation."

It was moved and seconded that the report of the committee be accepted and placed on file. The motion was carried.

Discussion of the comparative desirability of state and sectional organization followed.

Mrs. Parrish, speaking as a sectional officer, said that if we could not finance both forms of organization, she thought that state organization was better than sectional, since the state officers could do more intensive work than would be possible for the sectional vice presidents. She felt that the stumbling block in the way of effective organization of either kind was the matter of money.

Mrs. Hill also said that she thought the state organization was extremely important. The State is really the geographical unit and if we do not use the state organization to the fullest extent we shall lose much influence.

Mrs. Brookings said that the feeling in California was that more could be accomplished through the state organization than through the sectional alone, but that she did not feel that the sec-

linary to that, however, she thought we had better have the report of the Committee on Amendments on the question that had been referred to them in connection with the affiliated membership clause, which was the last one acted upon. This question related to the possible affiliation of college clubs. The report of the Committee follows:

"The Committee on Amendments has found it impossible to draw up adequate amendments to the by-laws to provide for the affiliation of college clubs.

"The subject is so complex and affects so much of our present organization that the Committee feels that it should be referred to a special committee, with the power of presenting amendments at the next annual meeting—that is, if the convention wishes to seriously consider the affiliation of college clubs.

"No action should be taken without detailed knowledge of the college clubs in different localities and their relations to the branches.

"Our Committee feels that an effort to provide for the *local* affiliation of the college clubs with the branches would be more valuable in strengthening the Association; while the separate affiliation of the college clubs with the national association might weaken the national association and not provide adequate financial support."

It was moved and seconded that the report of the Committee be received and placed on file. This motion was carried.

The convention then resumed its consideration of the proposed changes in the by-laws. Sections I and II of Article I had already been passed. The convention then proceeded with the consideration of Section III, Branch Membership.

Paragraph 1 and paragraph 2a, providing respectively for cooperation of the branches with the national association and for national membership in the branches, were adopted with practically no discussion. In regard to paragraph 2b the chairman stated that the require-

ment for local membership was stated more loosely in the mimeographed draft than the committee had really intended to state it and that what the committee really wished to propose was that local members should be women holding approved degrees from any college or university recognized by any of the sectional committees on recognition. Someone asked whether local membership would be obligatory upon the branches and the reply was that it would be optional just as associate membership had always been. This proposal was then adopted by the convention.

In regard to paragraph c under 2 associate membership the chairman explained that what the committee really wished to propose was that associate members should have had at least one year of academic work in some one of the colleges or universities whose graduates were accepted for either national or local membership. The provision then would read:

"c. Branches may at their discretion invite to associate membership women who are not eligible to national or local membership. Any woman not registered as an undergraduate, who has taken one full year's academic work in any college or university on the accredited list either of the National Association or of the section, may be invited to associate membership in a branch. Academic work should be interpreted to mean any non-professional work such as would be credited for one full year's work leading to the A.B. degree, although not necessarily taken in candidacy for the A. B. degree. This is the minimum requirement. A branch may make any additional requirements for associate membership which may suit its own local conditions, providing only that the minimum be observed.

"Any woman who is eligible to national membership shall be refused local or associate membership.

"Local and associate members may not

vote on matters that concern the National Association. The dues of local members shall be determined by each section. The dues of associate members shall be determined by the branch."

This provision was adopted.

Paragraph 3, requiring from branches an annual report to the sectional director and from branch treasurers an annual report to the national treasurer, was adopted without discussion.

Paragraph 4, requiring the payment of an annual fee of \$2 from the branch to the national association for each national member was also adopted.

Paragraph 5, fixing the date of the beginning of the fiscal year; paragraph 6, providing for dissolution of branches that have fallen below the minimum membership requirement or that have failed to report; and paragraph 7, giving branches authority to make their own by-laws, were passed as drafted.

That completed consideration of Article I. Miss Pendleton moved that Article I be adopted as amended, this was seconded by Mrs. L'Ecluse, and the motion was carried.

The convention proceeded to consideration of Article II, on Sectional and State Divisions.

At this point the chairman said that this seemed to be the proper place to introduce the report of the Committee, appointed in compliance with the request of the Council at the Cleveland meeting, to study the problem of re-districting the country. The committee appointed had consisted of the sectional vice presidents with the vice president-at-large as chairman. Mrs. Morgan reported for the committee as follows:

Report of the Special Committee on Re-Districting.

"Two circularizations of the committee resulted in bringing out only one idea to which a majority of the members of the committee subscribed,—that was the advisability of state organization. A

meeting of the committee was held on Monday, March 28, which left the members equally divided as to the various proposals made. The only action taken was affirmatively on the motion of the vice president of the North Atlantic Section that that section be not divided. The committee agreed that it was impossible to report any recommendation as to size and number of sections at this time, since the question was so closely bound up with the whole plan of re-organization.

"After the unanimous and enthusiastic recommendation of the conference of the branches that state organization be adopted rather than sectional organization in case both cannot be adequately financed, the chairman thought it useless to call another meeting of the committee until the point had been decided by the convention. The committee therefore makes no recommendation."

It was moved and seconded that the report of the committee be accepted and placed on file. The motion was carried.

Discussion of the comparative desirability of state and sectional organization followed.

Mrs. Parrish, speaking as a sectional officer, said that if we could not finance both forms of organization, she thought that state organization was better than sectional, since the state officers could do more intensive work than would be possible for the sectional vice presidents. She felt that the stumbling block in the way of effective organization of either kind was the matter of money.

Mrs. Hill also said that she thought the state organization was extremely important. The State is really the geographical unit and if we do not use the state organization to the fullest extent we shall lose much influence.

Mrs. Brookings said that the feeling in California was that more could be accomplished through the state organization than through the sectional alone, but that she did not feel that the sec-

tional organization should be abandoned.

Mrs. Wheeler stated that in the absence of the President of the Southern Association of College Women, which had just united with our organization, she would like if possible to present their point of view, since she had discussed this question with their president. They felt that it would be a great mistake so far as the Southern states are concerned to stress the state organization at the expense of the section. Speaking also for the North Atlantic Section, she said that at a meeting of the section on Tuesday the representatives had unanimously voted to remain together as a section. She thought that there seemed to be a tendency among the great national organizations to organize by sections or regions rather than by states—as, for example, the League of Women Voters, the Red Cross, etc.

Miss McVea said that so far as the southern states were concerned, they badly needed the sectional division. She thought that in that territory the local and individualistic view prevails to too large an extent and that there is need of the wider sectional view.

Mrs. Bates expressed herself as strongly in favor of the state organization, although she did not think that the sectional organization should be done away with. She thought that the state organization was especially needed in the matter of legislation, since each state faces different problems in this field. Miss Churchill thought that state organization was much needed.

Miss Thomas moved that the ten sections with their sectional vice presidents be retained but that the states be organized within their respective sections. The motion was seconded.

Mrs. Anderson said that if both the sectional and the state organization were to be pushed it would be necessary for the national to give some financial assistance to the localities. The reason for the resolution passed by the branch confer-

ence was that the branches felt so strongly the need of better state organization but did not feel that it could be financed without national assistance.

Miss Thomas asked for the resolution passed by the branch conference and this was read by the secretary as follows: "Moved that it is the sense of this meeting that if the national A. C. A. is not financially able to support both sectional and state organization we recommend state organization only rather than sectional organization only." Miss Thomas felt that a plan must be worked out for financing the state organization. The motion to retain sectional organization but to organize the states within the sections was then put and carried.

The discussion of Article II of the proposed by-laws was then taken up. The adoption of section 1 providing for the division into sections and naming the sections, was moved. This was carried unanimously.

Section II, providing for organization into state divisions under the direction of a state president, was then taken up for discussion. Mrs. Henderson moved that the term Chairman be substituted for President in this paragraph. The motion was seconded.

Mrs. Bates said that in New York State the term president would be less confusing than chairman, since it was in conformity with the term used by other organizations with which the state organization would wish to cooperate in the state legislative council.

Mrs. Brookings said in reply to a question from the Chair that in California the term used was State President.

The motion to substitute "chairman" for "president" was put and lost.

It was moved and seconded to adopt Article II as a whole, and the motion was carried.

Article III on Officers and the duties of Officers was then presented. Miss Tremain moved the adoption of Section I, enumerating the officers of the Asso-

ciation. The motion was seconded. Mrs. Wheeler moved to amend by changing the title of sectional vice-president to sectional director. Miss Ellery seconded this motion. After a brief discussion the amendment was carried. The section as amended was then adopted.

The suggestion was made that the rest of the sections of this article defining the duties of the different officers should be adopted together. Objection was made that the provision for an educational secretary introduced a new policy and should not be disposed of in this summary manner.

Mrs. Ransom moved the adoption of Section II, defining the duties of the President. This was seconded and carried.

The motion was then made that the rest of the sections of this article defining the duties of the officers except the one dealing with the educational secretary be adopted en bloc. This was seconded and carried.

Miss Pendleton then moved the adoption of section V, defining the duties of the educational secretary. This was seconded. It was moved and seconded that the section be amended so as to make her a member of the Committee on International Relations and of the Committee on the Recognition of Colleges and Universities. The amendment was carried.

A motion was offered to amend further by adding the words: "She shall advise the Association in matters of Education and legislation and shall represent the association on national committees and boards." This amendment was lost.

Mrs. Howes asked whether this section meant that the educational secretary would automatically supersede the president as the representative of the Association in such bodies. Miss Chandler replied that our presidents would not be likely to live in Washington and could not be in attendance at the many

meetings at which the association ought to be represented.

The question was called for on the adoption of section V and the motion was carried.

Miss Pendleton then moved the adoption of Article III as amended. Miss McDuffie seconded the motion and it was carried.

On motion the meeting adjourned at 4:00 P. M. to meet at 7:30 in the evening.

FRIDAY EVENING SESSION

April 1, 1921.

The session opened at 7:30 with Mrs. Rosenberry in the chair. She announced that the convention would proceed with the consideration of the proposed by-laws.

Articles I, II, and III having been amended and adopted, Article IV was next taken up, providing for a Board of Directors and assigning the duties of the Board. The President suggested that it might be desirable to amend this section so as to provide a smaller executive committee that could act more quickly in an emergency than had heretofore proved possible with only the full Board authorized to act as an executive committee. Occasions had arisen when immediate action had been imperative and the three executive officers had had to act and to assume responsibility which they ought not to have to take.

Mrs. Howes questioned whether the educational secretary ought to be appointed by the Board of Directors as provided in this section. She said that she could conceive of circumstances under which the educational secretary might not want to serve unless the office were an elective one.

Mrs. Parrish, in response to the President's suggestion, thought that there might be an executive committee made up of the President, the Executive Secretary, the Educational Secretary, the Treasurer, and the Vice President, to

act between annual meetings for the Board of Directors, and then when they met in convention they could act as they always do.

Miss Comstock suggested that the matter might be managed by providing a smaller quorum for the Board of Directors. Miss Thomas asked whether it might not be possible to have an executive committee consisting of the national officers, including the educational secretary, and the two or three sectional directors who are geographically nearest to the president. Thus the personnel of the committee would shift as the president shifts.

The President reminded the convention that the smaller the body the more easily it can be brought together.

Mrs. Bates then moved as an amendment to Article IV that the national officers constitute an executive committee to act for the Board of Directors in case of an emergency. The motion was seconded by Mrs. Morgan and was unanimously carried.

Mrs. Pomeroy then moved the adoption of Article IV as a whole, the motion was seconded and was unanimously carried.

(Note: This section was later reconsidered and a different method of electing the educational secretary was adopted.)

Article V, providing for an Educational Council was then read. It was at once proposed by several delegates that the plan for an Educational council be abandoned and that a Committee on Educational Policy be substituted for it. Miss Hart proposed that there should be a committee of seven to direct the educational policies of the association to consist of the educational secretary as chairman, the president of the association as vice chairman, the retiring president of the association, the executive secretary and three other members who shall be presidents, or representatives designated by the presidents, of the colleges or uni-

versities whose graduates have the largest number, in proportion to their total number of alumnae, of paid-up members in the American Association of University Women.

Miss Coats, Mrs. Brookings, and Dr. Rogers objected to this arrangement on the ground that it did not give representation to elementary and secondary interests in education.

Mrs. Schermerhorn called attention to the fact that if this committee were to take the place of the educational council which had been proposed in the draft of the by-laws, it should be considered under the next section and that in order to get the discussion into its proper place she would move that Article V be stricken from the proposed by-laws. The motion was seconded by Miss Maltby and was carried.

That brought the discussion to the next Article, which now became Article V, on Committees and Conferences. It was moved and seconded that a Committee on Educational policies be added to the Standing Committees. This motion was carried. It was also moved, seconded, and carried that a Committee on Publicity be added.

The President called attention to the fact that in the draft submitted a Committee on Standards had been added. She asked Miss Comstock to speak on what a Committee on Standards might do for the Association. Miss Comstock replied that she had not given much thought to the question but that she thought one useful function of the committee might be to review the conditions now existing in our accepted institutions with a view to suggesting improvements where there is a falling away from the standards obtaining when the institution was accepted by our Committee on Recognition.

It was moved and seconded that such a committee be added.

Miss Reilly thought that such a committee could be very useful in connection

with the proposed standardization of the professional fields. It could relieve the Committee on Recognition of a part of its work by determining when satisfactory standards have been set up in any part of the field and by stating definitely what they are, and the Committee on Recognition could then do its proper work of applying them to institutions making application.

Miss Thomas thought that such a committee might have a very wholesome effect on institutions belonging to the Association. The President said that the Southern Association had had such a Committee and there had been no proposal to abandon it.

The vote was then taken and the motion for the addition of this committee was carried.

The convention then took up the question of the composition of the Committee on Educational Policies. Miss Hart's proposal was offered as a motion. This was seconded. Mrs. Henderson moved to amend it by substituting after the naming of the ex officio members the following: "and three members at large, one representing the woman's college, one the co-educational institution, and one elementary and secondary education." The amendment was seconded.

Miss Thomas moved that the amendment be further amended so as to include the statement that these members at large of the committee shall be members of the Association. This amendment was seconded and carried. Mrs. Henderson's amendment was then carried as amended, and the amended motion was then carried unanimously.

Section II of Article V, enumerating the conferences, was then read. Mrs. Henderson moved the adoption of the section. Mrs. Parrish moved that the section be amended by adding "a conference of Branches and a conference of Sectional Directors and State Organizations." The amendment was carried

after some discussion. The section as amended was then adopted.

It was then moved, seconded, and carried that article V be adopted as amended.

Article VI was then read, fixing the dues and the fiscal year. The adoption of Section I, fixing the date of the fiscal year was moved, seconded, and carried.

(Mrs. Pomeroy explained that in Section II the blanks had been left for the insertion of such amounts as the convention should decide upon. To get the matter before the convention she moved that the blanks be filled by inserting \$2.00 and .25 respectively, making the annual fee for national membership \$2.00 and setting aside 25 cents of each annual fee for the fellowship fund. This motion was seconded and carried.

Mrs. Pomeroy called attention to the provision in the draft for a change in the life membership fee to \$50.00 and moved that this change be made. The motion was seconded. Dr. Stevens moved to amend this motion by providing that the amount should be \$25.00 in the case of graduates who apply for life membership within one year from graduation. This was seconded and carried. The amended motion was then carried.

Mrs. Pomeroy then moved the adoption of Article VI as amended and the motion was seconded and carried.

Mrs. Pomeroy then read Article VII on Representatives. Mrs. Rosenberry said that there was no change in this article except that the word councillor is omitted wherever it occurs, since the Council is abolished.

Miss Thomas thought that instead of the words "Educational Council" the members of the Educational Council as made up in Article V, which had been stricken out, should be specified. She moved that the wording should be, "The voting body at an annual meeting shall consist of the Board of Directors, former Presidents of the Association, one repre-

sentative from the faculty or administrative staff of each institution recognized by the Association, regularly accredited delegates, and the chairmen of standing and special committees." This motion was seconded and carried.

It was moved by Mrs. Pomeroy, seconded by Mrs. Anderson, that Article VII be adopted as amended. This was carried.

At this point Miss Comstock moved the reconsideration of a and b under section III of Article II, saying that these subsections as voted were unsatisfactory to certain delegates.

The motion to reconsider was seconded by Mrs. Parrish and was carried.

Miss Harkness then moved that in the territory formerly covered by the Southern Association there be retained for the probationary period of five years the ruling in regard to associate membership contained in the constitution of the Southern Association of College Women and that this apply also to local membership. The motion was seconded by Miss Keller and was carried unanimously.

Mrs. Pomeroy then moved, seconded by Mrs. Bates that Article VIII on Elections be adopted. This was carried.

Article IX on Voting was adopted without amendment. Article X was amended by making the meeting of the Association annual instead of biennial, and the amended Article was adopted. Article XI, fixing the quorum for the Association and for the Board of Directors, was adopted unchanged; and Article XII, providing for amendment of the by-laws was also adopted as presented.

Mrs. Pomeroy then moved the adoption of the By-Laws as amended and the appointment of a committee to make the necessary verbal changes.

Mrs. Henderson moved that before the amended by-laws were adopted there should be inserted at the proper place a provision making the president of the

branch the official representative of the branch. She felt that there should be some particular person designated for this, now that the Branch councillor had been done away with. The motion was seconded, but after some discussion was lost.

Mrs. Henderson stated that in spite of the adverse vote on the question of an official representative of the branch, she still insisted that there should be a designation of some representative with whom the executive secretary could correspond. It was suggested that there might be a chief delegate designated by the Branch. Mrs. Henderson said that she had not made her point clear. It was not a question of representation in the annual meetings of the Association. Her point was that someone in the branch should be definitely charged with the responsibility of bringing before the branch the communications from the national office which the executive secretary sent out at frequent intervals. She thought that if this is to be the president we ought to say so.

The chairman said that she thought that if Mrs. Henderson would make a motion to this effect she would get what she wanted. Mrs. Henderson then moved that the president of the branch should be the national representative of the Branch and should be the official channel of communication between the Branch and the national association. The motion was seconded and carried.

Miss Thomas then moved that before we adopt the by-laws we reconsider the method of election of the educational secretary. This motion was seconded and carried.

(Continued in Next Issue)

Dr. Lou R. Essex, a member of the Sheridan, Wyoming Branch is the head of the newly created Department of Juvenile Welfare in Sheridan.

THE AMERICAN ASSOCIATION of UNIVERSITY WOMEN

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Suppose that you want to make a ruby in a factory—not a mere imitation, but a real ruby, indistinguishable by any chemical or physical test from the natural stone. You begin by analyzing rubies chemically and physically. Then you try to make rubies just as nature did, with the same chemicals and under similar conditions. Your rubies are the result of research—research of a different type from that required to improve the stove.

Suppose, as you melted up your chemicals to produce rubies and experimented with high temperatures, you began to wonder how hot the earth must have been millions of years ago when rubies were first crystallized, and what were the forces at play that made this planet what it is. You begin an investigation that leads you far from rubies and causes you to formulate theories to explain how the earth, and, for that matter, how the whole solar system was created. That would be research of a still different type—pioneering into the unknown to satisfy an insatiable curiosity.

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General Electric
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The
JOURNAL *of* THE ASSOCIATION
of
COLLEGIATE ALUMNAE

VOLUME XIV
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COLLEGES AND UNIVERSITIES WHOSE ALUMNAE ARE ELIGIBLE TO MEMBERSHIP IN THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

(Association of Collegiate Alumnae)

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MRS. GERTRUDE S. MARTIN, Ph.D.

Executive Secretary of the Association
Editor

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Vol. XIV

AUGUST AND SEPTEMBER

Nos. 11 and 12

EDITORIAL

A study of Graduate Fellowships Open to Women has been prepared by the Appointment Bureau and the Library of the Women's Educational and Industrial Union, 264 Boylston St., Boston, and published by the American Association of University Women.

This is a list of fellowships offered to women graduate students by universities, colleges or other organizations, other than those fellowships offered only to the graduates of the institutions awarding them. It was prepared last year, and requests for information were sent to all universities and colleges admitting women to their graduate schools, and to all other organizations known to award fellowships; but it was impossible to publish it then, and therefore notices were sent out in August, 1921, to the same institutions, asking them to

confirm the information sent by them last year. All information received up to the first of October, 1921, is included. Reports of omissions or corrections of the published material will gladly be received by the Appointment Bureau in order that further issues may be more complete.

There are seven of them—one in Japan, three in China, three in India. They are called the Seven Union Christian Colleges for Women in the Orient. They have been created by the combined missionary effort of Great Britain and the United States. They are Christian but non-sectarian. Their students are partly Christian, both Protestant and Catholic. For the rest they represent all the religions of the Orient. Two of them—one in China and one in India—are medical colleges. All of the liberal arts

colleges are standard colleges, comparable to any of the standard colleges of this country. In the case of the medical schools, so enormous is the pressure for women physicians that it has not been practicable to keep these women in training for the seven or eight years beyond the high school demanded by the best medical colleges of this country; but standards are being advanced as rapidly as possible in the face of the appalling need for medical care.

We believe that the moment has come in the march of world events for the university women of America to make their own peculiar contribution toward the solution of the problems of the Far East, upon which for the next few months the thought of the civilized world will be centered. The way has been prepared by others and the moment of our opportunity is at hand.

Whatever agreements may be arrived at in Washington by the Conference that will convene there on the 11th of November, whatever arrangements may be made for the reduction of armaments, for the abrogation of all discriminatory treaties, and for free and equal opportunity for the economic development of all the nations concerned,—however complete, in short, may be the success of that Conference, the best that it can do is only to remove obstructions. The positive constructive work of creating that complete understanding upon which alone the hope of a permanent world peace can rest secure, remains to be accomplished; and the only possible foundation for such a permanent

world understanding is a common intellectual—and that includes moral and spiritual—inheritance.

The immediate appeal of these seven Union Christian Colleges offers, therefore, to the university women of America a unique opportunity for a contribution so direct, and so far-reaching that it goes to the very heart of the whole world problem—the problem of making it possible for all men, of whatever race or religion, to live together not only peaceably but cooperatively.

The immediate need of these colleges is for buildings. Hundreds of students, fully prepared, uniquely conscious of the limitless need of their people for trained, native, feminine leadership, and ready to devote themselves to lives of service, are pleading for admission and must be turned away for lack of mere physical equipment. The Laura Spelman Rockefeller Fund has offered a gift of a million dollars for buildings contingent upon the raising of two millions from other sources for the same purpose. A part of the money has already been raised and a corresponding proportion from the Fund has been paid. There remains, however, to be pledged by January 1, 1922, and to be paid by January 1, 1923, approximately one million five hundred thousand dollars in order to secure the remaining seven hundred thousand dollars from the Fund. The time is short but it can be done. The responsibility does not rest upon the university women alone. In hundreds and hundreds of communities, interested persons are at work; and from countless mission-

ary circles pledges, large and small, will come, representing, some of them, sacrifice of personal comforts too rare perhaps among our own most privileged group. What a commentary if the university women of America should have no share in this gift of higher education from the women of the West to the women of the East!

Definite plans for the co-operation of the Association with the other organizations that are working for this cause will be sent in due time to the presidents of the branches. We feel confident there will be no lack of cordial response on the part of the university women of the country.

Now that we have, under the revised constitution, returned to an annual convention, the time is already at hand to begin making preparations for the next convention. There is every indication that it will be the largest in point of attendance and the most enthusiastic that the Association has ever held. It will be recalled that at the Washington convention Kansas City was selected as the place for the next meeting. It was understood that it would be held at about the usual time in the spring but it was left for the executive secretary in consultation with the officers of the local branch to fix the exact time. The date has now been definitely determined. The convention will open on Wednesday, April 5, the morning of that day being devoted to committee meetings and registration, with the first actual session of the convention opening in the afternoon. It will continue

throughout Thursday and Friday and will close with an extraordinarily interesting meeting on Saturday morning, the exact nature of which will be revealed later.

If we can guarantee the attendance of at least three hundred and fifty persons from outside of Kansas City we can secure special rates from the railroads. We have every reason to believe that the attendance will be considerably in excess of that number. In order that we may be able, however, to give the necessary assurance, we hope that the branches will begin at once to consider the matter of the size of their delegations and that they will let us know at the earliest possible date approximately the number of representatives we may expect. Negotiations are under way for a special train over the Burlington from St. Louis to Kansas City on the night of the fourth of April to take care of the numerous delegations which will undoubtedly reach St. Louis by that time. It is possible that similar arrangements may be made for the delegations from other parts of the country that may gather at central points.

Plans for a program brimful of interest and stimulus are already well advanced. Definite announcement of some of the outstanding features of it may be expected very shortly. We hope that every branch will be represented at this convention and that as many as possible will send full delegations.

Dismissal from the high schools of all teachers who have not a college degree is expected in South Dakota, where a law has been passed requiring all high-school teachers to be college graduates.

REPORTS OF SECTIONAL VICE-PRESIDENTS

Presented at A. C. A. Biennial Meeting, Washington,
March 28—April 1.

South Atlantic Section.

The South Atlantic Section has changed somewhat since the last Biennial but the prospective changes are much greater than those that have already taken place. The admission of Randolph-Macon Woman's College to the accredited list has given the Association numbers of enthusiastic prospective members. No Branch has been formed by these women eligible to A. C. A. membership as it is the policy of the South Atlantic Section to refrain from establishing Branches in the territory of the S. A. C. W. In view of the possible reorganization of A. C. A., looking toward amalgamation with the Southern Association, it has been thought unwise to consider any change of policy in this regard before the present biennial. For the same reason, the Executive Secretary agreed with the Vice President of this Section that no drive for general members be made this year as the field had better be left as it is until the question of reorganization and amalgamation is decided. A partial exception to this was made in the case of the 1920 graduates, to whom letters and literature on the Association were sent with the idea that these would serve as a preliminary preparation for an active drive after the relationship of the two Associations has been determined in Convention.

In view of the decision to make

no effort to increase the number of general members the number has remained about the same as two years ago, the new ones, coming in without any special membership drive, balancing the loss from those that moved to other sections and those that did not keep up their membership in the Association for various reasons. On the other hand membership through branches has greatly increased due to the establishment of a Baltimore Branch and to the opening of the Association's National Club House.

The Randolph-Macon Alumnae Association of 780 members will affiliate with the A. C. A. at this (1921) Convention. The record of this Alumnae Association probably is unequaled, as the classes of 1919 and 1920 have a 100 per cent membership. It also has two representatives on the Executive Committee of the College.

The Baltimore Branch was established January, 1921. The college women in Baltimore eligible to A. C. A. and the Women's College Club, found a workable basis and organized a Branch with three kinds of membership, which seems a happy solution of their problem, as it meets all requirements of the National Association without losing the cooperation and inspiration of the local club. The branch has an admirable record for the short time it has been established. It has conducted an active campaign for

membership and, through a committee, is carrying on the chief work that the Baltimore Branch of the Southern Association of College Women was doing before it disbanded, viz., encouraging high school girls to go to college by arranging for "College Day" in the high schools. Mrs. Palmer, chairman of this committee, was a member of the S. A. C. W. committee which did the work for that Association and is able to carry it on without interruption.

The Huntington Branch has a steadily increasing membership with interest in local and national work. It is made up of a group of trained women which either assists or takes the lead in local activities and in the local work on national movements. Its interest in education finds expression in cooperating with the College Club, composed of high school seniors who meet to discuss questions concerning colleges and universities so as to select intelligently the institution best suited to their needs. A. C. A. members attend these meetings to aid and encourage the girls. The Branch also has founded two scholarships which now make it possible for two girls to receive a college education, who would otherwise not have had that privilege.

The Washington Branch has greatly increased in numbers since the last biennial. It differs from every other branch in the Association in that it has such a constantly changing personnel and so few members who are permanent residents of Washington. This fact has some disadvantages; but on the other hand, in the discussion of every question the views of widely separated sections are presented and the result

is that the Washington Branch has largely a national viewpoint on all Association questions.

The National Club House and its interests have made heavy demands on the Washington (not necessarily local) members and much of the time and energy of the Branch have gone into it. The Branch has continued to manage the K Street house, which it opened for college women during the war, without financial loss and to the advantage of many college women.

The Education Committee represents the Branch before the Board of Education, meets with delegates from various civic and educational organizations of the District, and acts as advisory body.

The Branch has concerned itself with the exclusion of school teachers from Reclassification and with the Curtis-Gard Child Labor Bill. It has sent protests against Senate bills that would work to the disadvantage of the public schools and sends a representative to hearings in Congress on subjects of interest to the Association. The Branch presented a plan to the National Club House Committee for operating the House from January 15th to April 15th in order to make it possible for the Association to decide in convention upon the future management and policy of its Club House. The plan was accepted and the Branch is financially responsible for those three months including rent and interest on loans. It has pledged \$100 to the Curie radium fund and meets all such requests so far as possible.

The South Atlantic Section, lying so largely in the territory of the Southern Association, has be-

lieved the common interests of both Associations better served by not organizing its potential members into A. C. A. Branches, but if the reorganization results in the amalgamation of the two Associations there will be opened up a large territory with many college women already eligible to A. C. A. and with the number rapidly increasing. The right approach in organizing those eligible into branches will add very considerably to the strength and influence of the Association and will make it a truly national body of college women.

Respectfully submitted,
Mrs. E. B. Swiggett.

Northeast Central Section

To the officers and members of the Association of Collegiate Alumnae, the Vice-President of the Northeast Central Section desires to submit the following report:

In writing this, our "swan-song," there is much to rejoice over, not a little to regret.

There are 36 branches and about 30 colleges in the Northeast Central Section. The proportion of branches reporting is smaller than at the last biennial and those branches that have reported have not had quite the enthusiasm of the war-time. We all need a great cause to spur us on to our best, and it was to be expected that A. C. A. should share in the general "slump." However, it is a hopeful sign that all the branches have maintained their loan funds or scholarships as before, and some have materially increased them. Some, as the Lansing Branch, with its list of seven girls, assist high school girls with loans, but most of the branches loan or

give money to college girls only, the Bloomington, Indiana, Branch having in less than four years raised a fund of \$1000, though the membership is small.

All the branches entertain the senior high school girls, or if in a college town the senior college girls. The Niles Branch invited the mothers also to a luncheon, and Kenosha had a college student and a first year graduate to talk to the girls.

Some of the branches have done considerable legislative work, notably Columbus, Lansing and Indianapolis, all located at the seat of legislation. Ann Arbor and Detroit have had representatives on the State Legislative Council. Now that we are voters, it would seem that our branches should take a more active part in studying national questions and thus producing leaders. The chairman of the Michigan State Legislative Council, appointed by the State Federation of Women's Clubs, is a member of our Detroit Branch.

Most of the branches have markedly increased their membership this year. This Niles could not do, as it already had 100% membership. Milwaukee has the largest number (with the possible exception of Chicago), having 266 active and 72 associate and non-resident members.

Some branches, as Bloomington, Ill., Kalamazoo, and Lansing, are handicapped by being located in a college town in which the local college is not accredited by A. C. A.

The meetings have been most varied in character, several branches having one or more picnics and luncheons, and the Lafayette and Bloomington, Ind.

Branches always having a dinner or "lap supper" followed by business and entertainment, getting a much larger attendance at the evening meetings.

Detroit for the last two years has been very serious and self-centered, all the programs having been given by local speakers on local problems, such as the juvenile court, the negro, or on the various city commissions.

Kenosha has had several very fine concerts as a community service, while Springfield, Ill., has read or rendered plays. At each meeting of the Kenosha Branch committees have been appointed to attend the school board and council meetings for the month and report at the next branch meeting. This is a plan well worthy of emulation. They also share their stimulating programs by inviting some outside group that would be particularly interested in the topic of that day, as, for example, the social workers to hear of "Women in Industry," or the kindergarteners to hear the "Story Lady," Georgene Faulkner.

Some notable meetings have been held; one in Champaign, Ill., "the Lincoln Country," at which Drinkwater read from "The Emancipator"; two in Indianapolis, a memorial to Mrs. May Wright Sewall, and a social meeting at the home of Mrs. Meredith Nicholson; and one in Detroit, where the branch provided an entertainment for all the inmates—some 700—of the House of Correction and then served tea to the 100 women prisoners.

In addition to their loan funds, the Branches have contributed to many worthy objects, such as

child welfare, hospitals, the blind, etc. Champaign has in certain schools a system of supervised bathing, a shoe mending day, hot lunches. Ann Arbor contributed to the Anna Howard Shaw Memorial. The money has been raised in many ways,—by contributions from members and outsiders, by entertainments and lectures. Bloomington, Ill., had Lada for interpretive dancing, while Bloomington, Ind., had rummage sales, Kenosha sales of baked goods and a matinee dance, Birmingham, Mich., a bridge party, Lafayette, Ind., raised \$1000 by a movie, and Milwaukee raised \$3400 by a benefit theatrical performance.

In the last two years state conferences have been held at Milwaukee, Wis., and Kalamazoo and Ann Arbor, Mich., which the vice president attended, and conferences at Columbus, O., and Indianapolis which she did not attend. We feel that these conferences should be held annually in every state, as they have been in Michigan for the last five years. We tried the plan of holding them at the same time and place as the Federation of Women's Clubs, but found it unsatisfactory, as that body was so much larger that we were quite overshadowed. Then, often the Federation meets where we have no branch and it is impossible to arrange a meeting without a local committee. Our Michigan organization is a very loose one, having only a state chairman and no dues, but it has been worth while.

Eight of the 31 new branches are located in the Northeast Central Section. Kenosha, Wisconsin, a new branch, is most active and

enthusiastic, as are Ripon, Wis., Elgin and Aurora, Ill., and the four new Michigan branches at Flint, Port Huron, Birmingham, and Saginaw.

While county units would be fine in thickly populated districts, we question the practicability of them in sparsely settled sections, like northern Michigan, Wisconsin, and Minnesota, and many of our western and southern states. We feel that the sections should not be larger than at present, but that much could be gained for the national work, both in interest and membership, if the sectional vice-presidents had sufficient money allowed them to employ occasional clerical help and to visit all the branches and attend all the state conferences in their sections.

During the last two years we have stressed life membership, and as a result eight such memberships—and probably more—have been secured.

One institution, the University of Michigan, is doing a great work for oriental girls through the generosity of Mr. Levi L. Barbour of Detroit, who has given property to the University, the income from which will eventually equal the income from a million dollars. For some years several Chinese and Japanese girls have been his beneficiaries, and now there are a half dozen or more of each, with three from India this year.

Thanking you for the privilege of serving in a poor way for three and a quarter years,

Respectfully submitted,
Mary Thompson Stevens.

Northwest Central Section.

A report of the Northwest Central Section must necessarily be

incomplete because of the fact that the writer has only recently assumed the duties of her present office, and because only about half of the branches have sent in reports of the work they are doing. However, if the work as a whole may be judged by those she has received, the condition of the Section would seem to be very sound indeed, producing results valuable not only to itself, but to the community as a whole.

This section consists of twenty-three branches, divided among the five states as follows: North Dakota, two; South Dakota, three; Nebraska, two; Iowa, nine; Minnesota, seven. Most of these branches are in the smaller towns and cities, many in college towns. There are only five large branches, Omaha, Lincoln, Duluth, Minneapolis and St. Paul. All of these hold monthly meetings with programs both entertaining and instructive. Some serve luncheon before the meeting. Many of the reports speak of their organization as being socially of great value. The smaller clubs, such as Mount Vernon, Iowa, and Fairmont, Minnesota, do little work, as yet, aside from such meetings. Some of the larger organizations have divided into study sections, Omaha reporting three such sections, Minneapolis, four. These meet semi-monthly.

Two branches report valuable work done toward improving housing conditions among college girls and teachers. The Lincoln branch was able, by co-operation with the local men's clubs and University authorities, to provide pleasant accommodations for three hundred University girls. Duluth worked with the local Y. W. C. A. in the interest of the teachers.

Realizing that one of the aims of the A. C. A. is the furthering of the cause of higher education, many of the branches are endeavoring to get into close touch with the High School girls of their locality in an effort to interest them in continuing their education at college. The Huron, South Dakota, branch not only does work of this kind, but carries on a campaign in the country schools urging girls to go on to High School. Duluth has accomplished a good deal this year in work of this kind.

However, the activity of greatest importance to all the branches is the raising of money for scholarship funds. These funds vary, of course, with the size of the organization, and are raised in a variety of ways. Northfield, Minnesota, gives four \$50.00 loans to senior women of Carleton and St. Olaf; Huron and Vermillion, South Dakota, and Des Moines, report aid given French orphans and High School students, Lincoln gave a \$100.00 scholarship to a junior girl at the University of Nebraska; Duluth, Minnesota, a \$300.00 scholarship to a graduate of the High School or Normal School; Omaha gave a \$50.00 scholarship; Ames, Iowa, duplicated the A. C. A. French scholarship; Minneapolis gave four \$150.00 scholarships besides a loan scholarship of \$200.00; and St. Paul gave six \$150.00 scholarships. Each of these two latter branches raised the money for this purpose by buying out a theater for one night.

It is felt that the organization has won a position of valued recognition in this portion of the country, and that its existence has been amply justified not only by

the enjoyment of social intercourse, but more particularly by its accomplishments by way of assistance to students and otherwise.

Respectfully submitted,
Frances F. Dorety.

Northern Pacific Section.

Only six of the nine branches of the North Pacific section responded to the earnest appeal of the vice-president for reports of their activities during the past year. Most of the branches have had good educational programs and have interested themselves in civic welfare. The fact that these western branches are so far removed from the center of work and are so rarely able to have a delegate present at the conventions and conferences, may explain to some extent a seeming lack of interest in national affairs. They need the stimulus and inspiration of personal contact occasionally with some of the national officers who can tell, at first hand, of the ambitions and plans and work of A. C. A.

Oregon Branch sends an interesting report which tells of a variety of activities. Their programs included addresses by candidates for the position of school director, a worker in labor problems, head of the Visiting Nurse Association and head of the Open Air School for Subnormal Children. Social meetings, musical and dramatic, and "get-together" teas were not lacking from their programs and the plan of having an excellent and yet inexpensive luncheon arranged by the Domestic Science Supervisor of City Schools and served by the members was tried out successfully.

The music committee co-op-

erated with other organizations in the city in giving a month of musical work, with competitive memory tests, in the public schools.

The most conspicuous work done by the Oregon Branch was along educational and legislative lines. The members "mixed in politics" to the extent of lobbying for a bill, originated by the State Teachers Association, which does away with teacher training courses in high schools after 1923. The legislative committee co-operates with the educational committee on all educational bills before the legislature and holds a membership in the State Legislative Council where, in the name of A. C. A., it is in a position to kill, support, or initiate any bills affecting women and children. Members co-operated with the school board on many issues and the vocational committee was instrumental in bringing Mrs. Wooley to Oregon where she will speak for A. C. A. and civic clubs on vocational work done under her direction in the Cincinnati schools.

The Americanization committee continued its work of last year and helped to open a public night school in one foreign district of the city. The membership of Oregon Branch is 327 of whom 250 are active members. This would not indicate a lowering of the collegiate standard by the admission of associate members as was prophesied.

Seattle branch, like Portland, has had a year of good programs with subjects of current interest presented by the best speakers available. Again this year the branch was responsible for two series of lectures, four by Dr. Woolston, head of the department

of sociology, University of Washington, and four by Dr. Richard Scholz of the history department of the University. The whole course was well attended, the public was enthusiastic, and after all expenses were paid \$45.16 was turned over to the educational fund.

The Americanization committee conducted English classes for foreigners, drawing on the membership of A. C. A. for teachers. One member assisted the foreign girls' sewing class. There has been little call for the scholarship loan fund recently so the branch made a loan of \$500.00 to the Tolo Club of the University of Washington to secure a house, thereby helping to solve one of the many housing problems of the University. The branch co-operated with other organizations in contributing a sum of money to the Seattle Symphony orchestra which tided it over its financial difficulties and kept in existence a most desirable organization.

The piece of work which stands out as most worthy of note in the report of Spokane branch is the Summer Camp, provided by the association for mothers and children who would otherwise have no vacation. To raise money for this work, which was started the summer of 1919 by the Child Welfare Committee, the association produced "The Piper" by Josephine Preston Peabody under the direction of Mrs. Charles Albert (Sarah Truax). The Spokane business men co-operated splendidly, and the public in general was so much interested in the cause as well as the play that a second performance was given and over \$1400.00 earned. A summer hotel at a nearby lake was selected for

the camp, and during the summer months 21 mothers who were tired or ill and 74 under-nourished children enjoyed a rest and plenty of wholesome food. A play to raise money for a continuance of this worthy work is now being prepared. Bernard Shaw's "Arms and the Man" is the play selected for this year.

Besides this work, the child welfare committee has instructed mothers in the care of under-nourished children, made garments for the social service bureau, helped to furnish the new home of the Washington Home Finding Society, and aided in the work of education at the Hutton Foundation, Spokane's model orphanage.

Through its monthly programs, the Spokane branch has made an effort to become better acquainted with the educational institutions of the Northwest, and their speakers include the heads of Whitman College, Washington State University, University of Idaho, Whitworth College, and the State Superintendent of Schools.

The branch supported one of its own members as a candidate for the position of school director. The fact that the innovation of a woman on the school board was not well received in no way daunted the women but made them more determined to accomplish this end next election. The vocational guidance committee made an exhaustive survey of the women employees in Spokane's largest department store covering the following points — preparation needed, working conditions, and opportunity for advancement. A vocational conference is being planned for this spring. The schol-

arship fund continues to grow; \$300.00 is now loaned and another \$100.00 will be available in the fall. Spokane branch has 248 paid up members.

Eugene branch has devoted its program to educational work. Many of its 116 members are connected with the University of Oregon so that their interests are very closely allied and there are always good speakers to be had. Each spring the branch is instrumental in bringing some noted lecturer or musician to Eugene. Besides the student loan fund, Eugene branch has an "emergency fund" of \$50.00 to loan for a few weeks to girls who need a small sum of money for a short time.

Yakima branch has been interested in civic work and has had "National Progress" presented from various angles for its programs. It has a membership of 62.

Pullman branch has drawn on the faculty of the Education Department of the Washington State College for speakers on topics dealing with problems of secondary education. At each meeting two members have presented a four minute talk each on topics of current interest. In April the branch is to present Bernard Shaw's play "Arms and the Man." The proceeds of the play are to swell the scholarship fund. This fund is presented to the senior girl who stands highest in scholarship and personality. The branch has offered a prize to the student of Pullman high school who excels in a sight reading contest. Professor Burton conducted an intelligence test, by way of a novel social meeting, and "discovered" two geniuses.

Tacoma, Bellingham and Gray's Harbor branches failed to send in reports. A new branch was organized and successfully launched by a group of enthusiastic women at Walla Walla and will undoubtedly prove a great addition to this section. Colfax, Washington, and Salem, Oregon, are anxious to form branches and have applied for necessary information and material. North Pacific section hopes to organize these two and several others next year.

Respectfully submitted,
Caryl Parsons Birkett.

South Pacific Section

For the South Pacific Section the year 1920-1921 has been one of marked activity, culminating in the organization of a State Division for California

Two Sectional Conferences have been held since the last report was made to the National Council. At one, which met May 7 and 8, 1920, in Riverside, recommendations of the Council were considered, reports from branches given, the first steps taken toward state organization, phases of educational work discussed, and helpful comparison of branch methods and problems made possible.

At the opening meeting on May 7th, after greetings by the president of the Southern California Branch, Mrs. Clarence H. Johnson, and by the Sectional Vice-President, an address on national A. C. A. policies was given by Dr. Jessica Peixotto. John Collier followed with a particularly inspiring call to service and to adequate understanding of community needs and Mrs. Mary A. Hill, Supt. of The California School for Girls, made the welfare of girls seem the responsibility of all.

The speakers at the meetings on May 8th were Miss Katherine Anthony, Research Fellow, Russell Sage Foundation; Miss Maud Miner, Secretary of the New York Probation and Protective Association; Dr. Adelaide Brown of the California State Board of Health; Mrs. E. B. Stanwood, Executive Secretary of the California State Board of Charities and Corrections; Mrs. H. A. Kluegel, Director Department Junior Red Cross, Pacific Division; Dr. Aurelia Henry Reinhart, President of Mills College; Dr. Ray Lyman Wilbur, President of Stanford University; Judge Rex Goodcell; and Dr. Alice Hamilton, of Harvard Medical College,—student at Leipzig, Munich, Johns Hopkins, Chicago University, and Institut Pasteur.

President Wilbur's subject for a searching and stimulating address was "The Educated Woman in Democracy"; he called attention to the present as an age of propaganda; to the relentless consequences that await a people who pursue propaganda rather than facing facts; to the paramount duty of college women—that of using all their trained intelligence for the determination of truth. Dr. Hamilton, formerly Medical Investigator for the Illinois Commission on Occupational Diseases, and Industrial Poisons for the United States Department of Labor, gave an address which dealt in part with the results of those investigations. To many of her hearers she presented a new field of duty and endeavor and one peculiarly fitting for women—that of urging protective and sanitary improvements until American industry shall rank as high in its recognition of human values as it

does in the creating of economic values.

At the business meeting of the Conference the following recommendations were approved, for submission to the branches:

1. That we recommend to the branches the organization of a California State Division of the Association of Collegiate Alumnae.

2. That the objects of the California Division be,—Legislation for Education, international and local scholarships, and increase of membership and branches.

3. That the regular membership of the California Division consist of the following branches: California, Southern California, Fresno, Imperial Valley, Los Angeles, Pomona Valley, Sacramento, San Diego, San Jose, Santa Barbara, Ventura County; any additional regular branches, and as many of the college clubs of the state as become branches.

4. That the officers of the California Division be a chairman and a Secretary-treasurer.

5. That the California Division meet at least once a year, the time and place of meeting to be determined by the Sectional Vice-President, the Chairman of the Division and the Councillors of the branches.

6. That the expenses of the annual meeting and of necessary printing and postage be met by a proportional assessment on the branches.

During the two years since the last Convention, four new branches have been formed: Pomona Valley, Sacramento, Northern California (Chico) and Long Beach. The work of the chairman of the Membership Committee, Miss Anne Mumford, has revealed sev-

eral promising centers where it is hoped that branches may soon be formed.

The Sectional Vice-president has in the last two years visited all the branches except the two most distant—Imperial Valley on the south and Nevada (Reno) on the northeast. In another instance the Executive Committee and workers were conferred with instead of the branch as a whole, necessarily, because of the distance and the time of the regular meeting. A. C. A. branches are uncommonly hard to group for a visiting officer's itinerary because they meet on Saturdays and it often requires two or three weeks to visit two or three branches.

The chairman of the committee on the Washington Club House, Miss Anne Mumford, has been active and has circularized the branches and selected lists of alumnae. There is much interest in the new type of "Branch membership" and hopeful indications that all will participate.

There is great interest in "re-organization" problems. For some time, college clubs have been combining with or organizing to include branches of the A. C. A. The Imperial Valley College Women's Club, The San Diego College Women's Club, the University Women's Club of Los Angeles, have been excellent examples, and the notable instance during the last year is the College Woman's Club and the A. C. A. branch at Long Beach. When the college women of a community unite, there is keener interest in the meetings and extended activity and influence.

Because of the great distance and increased expense of travel, the branches of the South Pacific

section cannot be fully represented at the convention, but they are individually and collectively eager to learn the results of the important deliberations. Their desire is especially keen for a national program of work, distinctive and significant; for a state program of work, coherent, worthwhile, really effective and potent. There is much interest in the recognition or non-recognition of additional colleges and universities, in the proposed new name, and in new types of membership.

The organization of the California State Division of the Association of Collegiate Alumnae was effected at the fourth annual conference, held in San Francisco February 25th and 26th, in connection with the State Conference of Social Work. The recommendations made at the third annual conference of May 7th and 8th at Riverside had been formally approved by all the branches in the State except one. The California Branch had approved heartily of the general plan of state organization but wished further consideration of two matters: (a) Continued provision for sectional organization where states were not sufficiently strong for state divisions; (b) the adoption of by-laws more extended than the plan indicated in the organization of the Connecticut and New York divisions.

In accordance with the recommendations approved by the branches, a Chairman and Secretary-Treasurer were elected. Mrs. Cornelia McKinne Stanwood, Chairman; Miss Ebba Braese, Secretary-treasurer. Miss Anne Mumford was appointed Membership Chairman, and Miss Emma Noonan Chairman of the Committee on Educational Legislation. Mrs. H.

A. Kleugel was elected as representative of the California State Division at the national convention, holding credentials from the California Branch.

At the business meeting of the conference many interesting reports were given. Representatives were sent from all the branches of the section but two, delegations varying from one to fourteen. Reports were sent from all branches but one and were presented orally or filed. As these reports are the "very heart of the matter" in the A. C. A. work of the section, they are given almost in full at the end of this report.

Recognizing that the Association had suffered a great loss in the death of Ethel Moore, who was Vice-president of the South Pacific Section from 1915 to 1919, the conference adopted the following resolution:

"Any formal resolution to the memory of Ethel Moore would seem inappropriate because of our long and intimate relations with her. Our affection for so buoyant, and friendly, and social-minded a character, and our tender and vital memory of her, cannot be expressed in set phrases. All words are too cold for the utterance of such live feelings.

"It seems fitting, however, at this Annual Conference of the South Pacific Section of the Association of Collegiate Alumnae, which is the fruition of an idea of Ethel Moore's—and at this joint meeting of the A. C. A. and the San Francisco Center, to express as a body, our appreciation of her untiring service in these Associations and our permanent affection for her.

"Ethel Moore held many and various offices of responsibility in

our local branch of the Collegiate Alumnae and in the National Association, and in the Civic League, of which the San Francisco Center was the first branch. She fulfilled them all with spirit, with initiative, and with clear vision. She led the way in all our undertakings with the flaming torch of her clear courage and joy. She was always to be depended upon for good counsel and for active support. She was the friend, in particular, of young women and of little children, and worked indefatigably for child welfare and for the cause of higher education for women.

"Ethel Moore's social betterment activities were not confined to her community and state, but had a national scope. She rendered patriotic and distinguished service to her country in time of war as well as in years of peace.

"Of all the many organizations in which Ethel Moore worked, none will feel her loss more profoundly than the Collegiate Alumnae and the San Francisco Center. We rejoice, however, that she was of our number and that we can truly say her joyous and vital personality is still our inspiration; her unselfish and dauntless spirit, still our example.

"In loyal memory to Ethel Moore we repledge ourselves to a higher faith in the purpose of our organizations and to a more devoted participation in their life."

The Recreation Section of the Conference of Social Work adopted the following resolution and presented it for adoption by the Conference as a whole:

"Ethel Moore. March 6th, 1872—October 4th, 1920.

"A woman of intellectual attainment, culture, and indepen-

dence, she chose not the paths of ease, but the hard road of unselfish service to the community.

"She was found faithful over little things and the city of her birth made her a ruler over one of its greatest works.

"She was frail of body, yet a tower of strength in many circles. Men sought her counsel, women made her their leader, and children knew her as the champion of their rights. Torch-bearer, architect and statesman in the field of public recreation, she led her city in its effort to keep the streams of pleasure clean at their source.

"Her courtesy knew no border, breed or birth. Men stood in awe of her courage; women put their trust in her, and children followed her to the uttermost part of the municipality she served. Public confidence was her vehicle of official position, and in public office she was a model to her superiors and an endless source of inspiration, growth and cheer to her subordinates.

"She gave her hand to no man, but she led many men to a courageous love of the works she espoused. Childless, she aroused a whole community to a higher appreciation of the thing which is everlasting in the life of the child—the God-given right to play.

"She was loyal to her country. In peace she fought for social justice, and in war she served state and nation with the devotion and patriotic zeal of those who died on Flanders Field."

Much of the delight and inspiration of the conference was directly due to the "hostess branch" and its inimitable president, Mrs. Walter Dubois Brookings. The California Branch is notable for

its generous hospitality, as it is for its size, age, and record of accomplished work. During the week informal teas were given daily at the headquarters of the Branch; a desk was maintained at the general headquarters, and many individual courtesies extended. On Friday, February 25, a conference of Deans of Women was held with representatives from twelve colleges and schools. This was followed by a buffet supper at the headquarters of the A. C. A. and of the National League for Women's Service. There were 125 reservations, and additional guests "to capacity." Greetings were given by the president of the hostess branch, by the vice-president of the section, by Mrs. Stanwood for the conference, by representatives of nine or ten branches, by Mr. Clark W. Hetherington and Mr. E. B. DeGroot.

The principal addresses were given at the meeting Saturday afternoon, following a luncheon held jointly with the San Francisco Center of the Civic League, at which about 400 members, delegates and guests were present. These notably interesting and valuable addresses were by Dr. Jessica B. Peixotto, on the "International Federation of University Women"—the first meeting of which she attended in London—and Dr. Helen T. Woolley, on "The Scientific Classification of School Children and its Bearing on Social Problems."

A business meeting—adjourned from the morning—followed, the work of which has been outlined.

In view of the near approach of the National Convention, with possible re-organization, the determination of new policies and additional lines of national work, no

definite adoption of a state program of work for the coming year seemed advisable. The South Pacific Section and the California Division await eagerly the decisions of the Convention, and will loyally undertake any assignments of work or responsibility and pursue any course for the best good of the Association.

Respectfully submitted,
Mary G. Barnum.

San Diego Branch

The tremendous growth of San Diego during the past two years has brought to our Branch the pleasant problem of making college women, strangers in our city, feel a part of our Club. Fifty new members (both A. C. A. and College) have been added to our list during 1920—1921. Total membership in the Club at present is 220 of which 102 are A. C. A. members.

At the opening of the club year, the San Diego Museum Society invited the Branch to use the beautiful Persimmon Room of Exposition fame, as headquarters. These beautiful surroundings have been conducive to full attendance, and the Club feels greatly honored to have been privileged to assist in Dr. Hewitt's ideal—the Museum as a cultural center for San Diego.

Our excellent program committee has offered a program so varied in interest that now at the close of the year our Branch is a very united body, ready for concentrated work. Programs have been more social than previously but have resulted in close acquaintanceships within the Club, which will form the basis of fine committees for the future. It is through its committees that the

real influence of a club is largely exerted.

Our Branch has answered community calls: acting as general arrangements committee for the fall convention of the San Diego County Federation of Women's Clubs; accepting the entire responsibility for a booth during the Red Cross Membership Roll Call; contributing to the historical interest a splendid Tercentenary Pageant; to the art interest of the city, an assembling for the public of exhibitions of art work, for which the entire Museum space was used.

Committees under the department of Social Work—Neighborhood House Committee (The College Women's Club Settlement among the Mexican people, grown beyond the Club but still "our child"); Child Welfare Committee; and our club representatives on The Women's Public Welfare Commission — are integral and official (though silent) parts of our city government. These committees are all accomplishing splendid work for the Club, and give to the members an opportunity to ally themselves with the work in which they are interested.

Study classes within the Club have for the year been discontinued, since the support of members is needed to keep the high standards and varied courses offered by the University of California Extension Classes.

Altogether, locally, the Branch is in very flourishing condition. We still have in our relation to the National Association our feeling of isolation which at times places our status as a branch in jeopardy. With the organization of a California Division of A. C.

A. the sense of detachment will be, we hope, largely overcome. To many of us withdrawal just at this time when the national association is making such splendid strides toward co-ordinating the university women of the world, would be an almost irredeemable backward step!

Respectfully submitted,
Arline R. Fay,
President

Santa Barbara Branch

The Santa Barbara Branch Association of Collegiate Alumnae is glad to report an ever increasing membership. During the current year there have been fifteen active and nine associate members added to our list. The Branch, for its size, represents very many colleges, for people from all states seem glad to come to our beautiful Santa Barbara. We urge that Branch Secretaries notify us whenever their members are in residence here.

Our meetings, on the second Thursday afternoon of each month from September through June, are usually held in the charming sun room of the Recreation Center. The second meeting of the year, however, was a luncheon at the Ambassador Hotel, and the April meeting will be held at the home of our president, Mrs. Eugene Patterson, and take the form of a buffet luncheon and lawn party. To this meeting have been invited the Ventura County Branch of forty-five members, and all the unaffiliated college women that can be discovered living in our county, in the hope that another Branch may be started in the northern part of the county, which is almost ninety miles away.

Committees have been well organized, and each active in the performance of its duties. Special mention may be made of the work of civic, child welfare, and legislative committees. They have interested us particularly to support new city ordinances regulating boxing, milk distribution, and garbage collection, and also in certain state and national legislation. We have a member on a representative committee concerned with advising the moving picture authorities as to acceptable programs, and have particularly supported the county officials in their efforts to control juvenile delinquency. The Branch has contributed largely to the Needlework Guild and milk fund, and is also contributing to the Madame Curie radium fund.

The Hospitality Committee has divided the older members into groups and given to each member in this group three names of new members, upon whom they are to call. At the end of two weeks these names are supposed to be passed on to another person in the group. In this way we hope to get really acquainted with our new members, and so help to make them feel at home in Santa Barbara.

A Committee arranged a most delightful Christmas entertainment for the patients at the General Hospital, and intends to do the same thing each year.

Half a dozen members attended the California Conference of Social Work and state meeting of the Association of Collegiate Alumnae in San Francisco February 22 to 26, and brought back

helpful reports of the work reviewed there.

Respectfully submitted,
 Pearl Chase
 Corresponding Secty.

California Branch

The California Branch reports 425 paid up members, the usual standing committees, and several sections and committees doing special work. Early in the year, in order to draw into active work all who wished such a connection, slips were sent to members which were to be filled in with college degrees, occupation, number of children, ages of children, and a list of committees under which to indicate committee interests. About 70 responded and were immediately assigned according to their 1st, 2nd and 3rd choice. Two new active sections were established as a result.

There are three Modern Plays Sections, to which about 75 members belong, and some non-members.

The two Baby Hygiene Committees involve about 40 more persons and are active as in the past. The Red Stocking Campaign of the San Francisco Committee has netted them \$1400.00 for certified milk and the Health Center at 353 Haight St., which has a running budget of \$300 a month, has been the training Center for the nurses and doctors who have gone out to establish the other Health Centers which were directly inspired by this one.

In Alameda the Branch Committee has gone into school lunches for undernourished children, after a careful survey of the condition of children in the poor districts.

The Educational Section has sub-committees on educational legislation, training of teachers, function of private schools, and a register of women prepared to do highly specialized work.

About 25 Branch members are in the section on Pre-School Education, New Developments in Educational Theory. Discussions under the leadership of Miss McFadden have been decidedly stimulating. Other speakers have been such leading psychologists as Dr. Olga Bridgeman, Esther Gaw, and Professor Terman.

The International Relations Committee is made up of the following: Marion Leale, Chairman, Dr. Luce, Mrs. Dane Coolidge, Dr. Anna Cox, Marian Delaney, Dr. Kate Brousseau, Miss Lucy Stebbins, Mrs. Leslie Motte, Dr. Jessica Peixotto, Mrs. Vernon Kellogg, Mrs. Herbert Hoover. They are all women of international experience. Special attention has been given to the educational problems of the countries bordering on the Pacific. Mrs. Coolidge, who returned from a visit in China, gave a detailed report. Other talks have been given by two Chinese physicians, by Professor Williams, who represented China at the Peace Conference, by Professor Ramirez of Chile, and by Dr. Peixotto. A Reading Section of about 20 more persons in these subjects has met twice a month.

Through arrangements with the National League for Women's Service the Branch has had a luncheon table on Fridays in the League restaurant. The Committee on Placement Bureaus is working on preliminary plans for an Intercollegiate Placement Exchange.

The membership is divided into groups of ten, each with a leader so that telephone calls can be easily sent out to the entire membership. The membership committee under Miss Roberta Holmes is making a particular effort to reach the young alumnae, and has invited all teachers living about the Bay to one meeting during the year. About 45 members have come in.

Southern California Branch

Southern California Branch has 120 members, representing 24 colleges and universities. Three-fourths of this number are divided among Riverside, Redlands, San Bernardino and Colton, and the remaining fourth live in seven smaller towns and ranches in the valley. Six meetings a year are held, beginning with a one o'clock luncheon followed by business meeting and program which is concluded at four o'clock for the convenience of distant members. A reception to high school seniors is held annually. Programs have been devoted to legislation, reconstruction, education, and the needs of the Indians in the community. A Drama Section is enjoyed. Welfare work is done in connection with the George Junior Republic at Chino, and the California School for Girls at Ventura. Forty dollars was contributed to the Child-feeding Fund. In May the president wrote, "Our Branch is deeply appreciative of the privilege of serving as hostess branch during the sectional conference, which has been a wonderful inspiration, whose influence will 'carry-on' and form the basis of our activities during the coming year."

Fresno Branch

The Fresno Branch has 59 regular members and 24 associate members. Besides the standing committees there is a Scholarship Loan Fund Committee; an Americanization Committee composed of two sub-committees—namely day nursery and international institute; a Drama Section; and a Friendly Committee. A most important work is that of the Scholarship Loan Fund Committee. During the last five years three girls have been helped to secure a university education. The girls pay back the money but no interest is required until a year after the completion of their university work. Money for this loan fund has been secured by voluntary subscriptions, by selling tickets of a moving picture theatre and receiving a percentage of the proceeds, by giving a large card party, and this year by giving a dance.

For the Day Nursery a Christmas party is given each year. Last year toys were given—this year jellies and preserves and money for three high chairs. The Drama Section gave a very enjoyable one act play at this party.

The International Institute committee has furnished leaders for classes among girls of foreign birth or of foreign parentage. This year an Americanization program was given by women and girls of seven different nationalities.

The members of the Branch are assisting in the membership drive of the Y. W. C. A. Fifty dollars, augmented by individual subscriptions was given for the Hoover Relief Fund.

The Fresno Branch is a member

of the California Federation of Women's Clubs and the San Joaquin District Federation.

Imperial Valley Branch

The Imperial Valley Branch is a county organization. It meets monthly in various towns of the valley, the hostess town entertaining with a luncheon, after which come business meetings and program, given largely by members. The branch is active in all movements for local betterment, and as a member of the Federation of Women's Clubs participates in their work. Emphasizing educational effort, the members provide a sum annually to help some deserving Imperial Valley girl who is working her way through college, and each spring they entertain the senior girls of the high schools. The branch had a part in starting the school nurse's work, helped in the organization of a county Y. W. C. A., and aided in a campaign for increased salaries for teachers. The membership (reported in May) is 23 active and 36 associate members.

Los Angeles Branch

Los Angeles Branch—Women's University Club—has a regular membership of 334, associate 143, total 447—this is an increase of 29 in the regular membership. In addition, there are twenty clubs affiliated as members.

The regular monthly meeting is held the first Saturday of each month and includes a luncheon with speaker, and an afternoon business meeting and speaker. For instance, at the February meeting, Dr. Cora Helen Coolidge, Chairman of the National Committee of Bureaus of Occupations for Trained Women, was the

luncheon speaker, her subject being the work of the Bureaus. In the afternoon Mr. Rupert Hughes spoke on "Today as a Golden Age in our Literature and Drama."

The mid-month meeting held on a Wednesday is a tea at which each member of the Board of Directors, in turn, is hostess. Some of these meetings afford opportunities for the discussion of public affairs and election issues and some offer artistic programs.

The Membership Committee also held a series of teas in January and February, inviting various alumnae groups.

Through the direction of its Public Affairs Committee the following results have thus far been achieved:

1. For the Needlework Guild, 128 garments and \$15.28 in cash.

2. For Americanization work, \$100, quota for the year, to be given Mrs. Amanda Matthews Chase for use as Home Teacher among foreign mothers. Club members have volunteered as teachers of English in night schools.

3. For the Orthopedic Hospital School, \$857 has been raised by pledges and by a bazaar. \$1500 is the goal and will be used to furnish the Infant's Ward.

4. To the McKinley Home for Boys \$37.50 was contributed. The Club, through special committees has raised \$3829.30 for the Red Cross Roll Call and \$435 for the European Relief Fund.

Under the direction of the Bureau of Occupations Committee the Vocational Bureau with its secretary is maintained by the Club. Calls upon employers are made and applicants interviewed and advised. Only women who have had at least six months college work or a normal course are regis-

tered. Thirty placements have been made directly this year besides many directed to other employment bureaus, such as the Y. W. C. A., where positions were secured. The local Bureau has become a member of the National Committee, under Miss Coolidge, and intends to add the educational and research phase of the work.

Two scholarships amounting to \$600.00 are maintained this year, by which two girls are attending the University of California. Also a third scholarship of \$300 was made possible by loans from individual members by which a girl is attending Pomona College.

A new field of activity has been opened by the formation of the Bureau of College Information, to stimulate a desire for higher education among girls in preparatory schools, and to advise them through personal interviews, when requested, concerning the colleges that offer the opportunities desired.

The report for last year—after the Council meeting—included the following interesting financial items: \$610. National A. C. A. dues; \$300 for loan scholarship; \$125 for Americanization work; \$300 for Serbian Relief; \$615 for Vocational Bureau; \$295 for Orthopaedic Hospital School; 117 garments for Needlework Guild; and assistance in raising \$4000 for the Y. W. C. A.

Pomona Valley Branch

The Pomona Valley Branch had two delegates at the regional conference. The membership is 25, distributed in four towns. As there are several valuable women who are graduates of colleges not on the accredited list, it has seemed wise this year to establish an associate membership. The

branch is keeping in touch with the national work of the A. C. A. and is introducing to A. C. A. the senior girls in Pomona College. For the new year, it has hopeful "plans and ambitions."

Nevada Branch

The Nevada Branch (Reno) was organized in 1917 with 18 members. Now it has 60 regular and associate members. The Branch meets once every month, the time, place and nature of the meetings being arranged by the program committee at the beginning of the year. The original and continued work of the Branch has been primarily to have the University of Nevada accredited by the Association of American Universities, thus making the women graduates of the University eligible to membership in the A. C. A. After the Committee on Recognition had been furnished the voluminous necessary and detailed information, Nevada was admitted in December 1920. The women graduates have been admitted to the local branch as associate members and are petitioning the National Association for a chapter in the University of Nevada. This petition will be presented and acted upon in March.

The Branch gives each year a \$200 scholarship to an upper class woman student who has maintained a high average in her college course in the University of Nevada and has been active in college activities.

At the last meeting of the year the Branch entertains the senior girls of the University at a luncheon or a tea at which the organization and aims of the Association of Collegiate Alumnae are explained.

Sacramento Branch

Sacramento Branch was organized in April, 1920, largely thru the efforts of Mrs. A. C. Olney. Thirty women joined during the first few weeks and many more joined after the sectional vice-president talked to a good-sized gathering of college women about the aims of the organization. The membership is now 96, (70 active).

The Branch had two delightful meetings in May and June and discussed the program for the coming year. The regular meeting is the third Saturday of each month. Among the speakers were Dr. Wilbur, president of Stanford University, Dr. Cox and Dr. Peixotto of the University of California, and Professor H. R. Fairclough of Stanford who was two years in Serbia and Montenegro for the Red Cross.

There is a Dramatic Section, an Educational Section, and a Legislative Section. The Educational Section, under Mrs. Clark W. Hetherington, is taking an active part in local affairs, cooperating with the city library officials, helping in the part-time schools, and interested in the problem of placing women on the school board.

The Dramatic Section meets twice a month and plays are read. The Section put on a delightful play at Christmas time, and will put one on in April, when a reception to husbands and friends will be given after the play.

The Legislative Section has studied many bills and is ready to assist the woman member of the Assembly and chairman of the Assembly Education Committee.

The meetings have been well attended, the Branch is growing and the members enjoy it very

much. The last year we have become acquainted and it is a delightful experience in many ways. Next year we hope to accomplish much.

San Jose Branch

The San Jose Branch has 105 regular members and 35 associate members, with meetings averaging 65 to 70 in attendance, and dealing with some special interest of the Association or some general worth while subject.

The Legislative Committee in the early fall accomplished what was generally felt to be an impossible task—a public forum for the presentation and discussion of proposed amendments to the state constitution. Following the presentation of the facts, by two prominent lawyers for and against, there was opportunity for discussion from the floor. Six hundred citizens attended.

The juvenile room at the public library, originally made possible by this branch, has again become an object of special effort because of its present lack of books and funds.

One meeting took the form of a book shower. Plans well under way for holding a salvage shop this spring for the purpose of raising \$1000.00 for books, have been temporarily postponed because of local conditions.

An A. C. A. committee took charge of the distribution of Red Cross Seals in the schools of Santa Clara County.

A year-book was published, with a short history of the Branch, as a Christmas present to the members.

The Branch is bringing Mr. Gray, of the English Department of Stanford, to San Jose this spring for a course of 12 lectures

on "Contemporary Novelists."

A Student Loan Fund of \$800.00 is constantly working.

One representative was sent to the \$50 "invisible guest" dinner for the starving children of Europe.

The hundred staunch members of the Branch are to be found working, in the interests of education and civic good, not only as A. C. A. members, but also as individuals and citizens.

Ventura County Branch

The Ventura County Branch reports "one of the best years since its organization in 1916". The membership is 47, 36 being regular and eleven being associate. Six towns are represented: Ventura, Oxnard, Santa Paula, Fillmore, Ojai, and Saticoy. Meetings are held on the second Saturday of each month in the different towns in turn. Many members must drive from 15 to 30 miles to attend "but with the good roads of Ventura County this is a pleasure, not a hardship." A transportation committee, with a member in each town, helps keep up the attendance. Some members have moved away. The secretary has begun the custom of writing a note of introduction to the secretary of the branch nearest the new home of the former member; as a result the Association does not lose a member, but she continues her work in another branch.

Seven meetings have been held so far this year—average attendance over 30. At several there have been outside speakers. In February, the guest and speaker was Mrs. Robert J. Burdette. Four more meetings are planned for the year; the last being the annual picnic.

The Branch is paying a music teacher one morning a week for piano instruction for girls in the California School for Girls at Ventura who show talent or inclination.

“The aim of the Branch is to secure as members every college woman in the county, to be a real factor in furthering the best things in our community life, and to help, even in a small way, to advance the cause of the Association of Collegiate Alumnae.”

Southwest Central Section

The Southwest Central Section of the Association of Collegiate Alumnae which includes Kansas, Missouri, Arkansas, Oklahoma and Texas, will complete this year a successful year. Although there has been little progress in Arkansas and Texas, in Oklahoma through the accrediting of the University of Oklahoma, considerable activity has been shown in the formation of new branches. In Kansas the work has grown through the state organization, and in Missouri, the college women, in the exercise of their political rights, have awakened to a new responsibility and spirit of service.

We now have thirteen branches, an increase of five over last year, and there are seven whose organization should be completed by the close of the spring. Branch membership has increased in all but one branch—Columbia, Missouri—and as Columbia is a college town it is difficult to determine how much the decrease is due to the coming and going of college women. St. Louis shows the greatest increase—80 new members. No doubt this is the result of the union of the college club

and the A. C. A. which was completed last spring. General membership has increased as a result of the five hundred invitations sent out in the section, and it is to be hoped that the 300 invitations of this year, together with a real campaign through the alumnae of every accredited college in the section, will bear much fruit in the future.

This year I had an opportunity to visit six branches in my section, Kansas City, Lawrence, Topeka, Wichita, St. Louis, and Columbia.

Through these visits and the annual report from each branch I have become fairly well acquainted with the various programs and the work of the standing committees. While all programs appear to be interesting and helpful, some branches have caught the real spirit of the association in making programs which not merely entertain and inspire their own members but are a basis for service in the community. The desire to help the local community is seen also in the standing committees. A branch which does not include among its committees any of the following—scholarship, child welfare, legislation, and vocational—has not yet found itself. Association with other branches through a state organization and a closer contact with the National organization would be a wholesome influence for a branch which has not reached out beyond itself.

The constitutions of the branches differ very widely on the subject of associate membership. Some require one and some two years work in an accredited college, while others allow those who hold degrees from

unaccredited colleges to be associate members. It would not make much difference which rule was followed unless the associate members become the more numerous and gain the predominating voice in the branch, as is the case in one of our branches. Then if the associate members have received their training in an inferior college or university, high standards of education will be held in less esteem by those who have the greater influence in the branch.

Dues for National members vary from \$2.50 to \$6.00 in the various branches. In college and normal towns where the membership is drawn from graduate students, it is difficult to secure all eligible members because of the dues. If some means could be devised by which the dues in these towns could be lower for each member allowing the branch to raise in any way they wish and send to the National Treasurer an amount equivalent to that paid by individual dues, we might enlist among our members many who later in more flourishing financial condition would be splendid workers and organizers in other branches.

Kansas.

One of the most interesting developments of the A. C. A. work in the S. W. Central Section this year has been the development of state organizations. Kansas went through the preliminary steps of a state organization a year or two ago and they hope to complete it this spring at Wichita where the state conference will be held. At that time a constitution will be adopted which will bind the four branches, Wichita, Topeka, Lawrence, and Emporia

closely together in their work of forming new branches in the state, in a state wide membership campaign, and in their efforts to improve education and conditions of women and children in the state. The preliminary organization has been the means of placing the college women in the front rank of women endeavoring to improve the legislation of the state. The dean of women at the University of Kansas is president of the Council of Women in the state. She and the state A. C. A. president helped to secure an appropriation for the building of dormitories for girls at all the state schools. The A. C. A. members were conspicuous in the committee on Child Welfare and the Children's Code Commission of Kansas. In every town where there was a branch a survey of the town was made by the A. C. A.

Missouri.

When we turn to Missouri we have a very different picture. The opportunity to have a voice in legislation found the college women of Missouri unorganized and ill-equipped to take the place in certain legislative matters which should have been theirs. The other women's organizations of the state had their machinery all ready to use in the new work. It is not true that college women and A. C. A. members did not for the most part lead, but it was through different organizations that they did their work. I believe that every vice-president of this section in recent years has felt the need of state organizations of the A. C. A., but in Missouri it was extremely difficult to interest the different branches until there was a concrete reason for uniting.

We met in Columbia the last week in January after the legislature was well on its way. A legislative committee was appointed, the chairman of which—Mrs. C. W. Greene of Columbia—sat on the Women's Legislative Council of the State. Not much could be done as we had no funds and there was not much time left.

However, a constitutional committee of three was appointed, and the work accomplished by that committee makes it possible to complete the organization as soon as delegates from the branches can meet to adopt a constitution. One of the three tentative drafts includes a county system which I think is worthy of mention here. Quoting from the tentative draft—"Each county which has no branch of the A. C. A. is entitled to one representative on the board. These may be found through lists furnished by the registrars of accredited colleges of their graduates living in Missouri. These delegates must be eligible to membership in the national A. C. A. and must join it as well as the state organization." If this is adopted there is not only a possibility but a probability that every county of Missouri will have a branch and the college women of Missouri will be thoroughly united in their efforts to raise standards of education and secure better legislation in the state.

In Oklahoma where many new branches are being developed since the University was accredited, we have a state chairman, Mrs. Ransom, who will help to organize the state as soon as possible.

So far I have not been able to secure chairmen for Texas and

Arkansas. Both states should be fruitful fields.

Branch Organization.

There would not be time to enumerate all the interesting work of the individual branches, but as I have visited, or had reports from all in my section I will try to point out the most important work accomplished.

The El Paso branch has established a circulating library for the outlying rural districts and has assumed the trusteeship of all scholarship funds of the city. They are laying the foundations for a permanent fund of twenty or twenty-five thousand dollars, the interest of which is to be used for loans and scholarships.

Other branches which have paid special attention to scholarship are Lawrence, Topeka, Kansas City, Tulsa, and St. Louis. St. Louis gave this year \$2188.00 in eight scholarships and two loans, Kansas City \$600.00 in loans, Topeka maintains a \$150.00 scholarship and Lawrence a \$100.00 one. All of the Kansas branches have worked hard for women's dormitories for all state schools. Topeka was also very active in the campaign for child welfare and the Children's Code of Kansas.

I wish that I could have taken all of you with me to Wichita last winter. I doubt if any could have given as much inspiration as she would have received. In one year they have enrolled over 100 members, more than half of whom are national members. They have established a tea room which is self supporting, and they have developed literature, music, and drama departments which are to be used as a means for helping not only their own members, but the

community by working through the public institutions of the city.

I believe that the St. Louis Branch should have special mention for local work. They have 383 members and 16 standing committees. The activities of these committees were shown in the nine separate reports received from the chairmen of the committees. They hold very interesting meetings every Tuesday and several open meetings during the year. Their membership campaign is carried on by special written invitations and by personal calls. The work of the branch is a good example of what can be accomplished by a live, well organized group of college women.

Only the surface of the S. W. Central field has been scratched. There are great possibilities if we could have more real workers, more energy expended by each, and more unity of purpose.

Respectfully submitted,

Mary Alice Hanna Parrish.

North Rocky Mountain Section.

As the work in this territory has had to be carried on entirely by correspondence because of insufficient funds for traveling the field, an adequate report of real accomplishments is impossible. Valuable developmental work was begun that had to be abandoned for lack of funds. The publicity work has gone forward as systematically as circumstances permitted. Many communities have the ambition to organize A. C. A. branches as soon as the state universities of this section are placed upon the accredited list.

The branches of the North Rocky Mountain Section have in common the following things:

During the school year monthly

meetings are held in the homes of members.

Rarely more than one purely social event takes place during the year. Each meeting consists of a business session, a program, and a social period.

Each branch has been actively interested in securing a place on the accredited list for its state university.

The working spirit of each branch is excellent; each is always engaged in some form of constructive work, local conditions governing the nature of the tasks undertaken. A. C. A. members are the "live-wires" in their communities, doing strong effective work in all other clubs and organizations in the community.

Several branches have federated with their State Federation of Women's Clubs, and find that their field of usefulness is enlarged thereby.

The Pocatello Branch maintains standing committees on Education, Housing, and Americanization. Gentlemen are admitted to its meetings as guests. Immediately upon organizing, this branch was recognized as a leading women's organization and has been invaluable in bringing together women of congenial tastes who were strangers to each other though living in the same community.

Other groups in Idaho are in various stages of the process of organizing; but until they send the Sectional Vice-President a copy of a Constitution and By-Laws officially accepted by their group, she continues to consider them "prospects." In several sections the work has been retarded by the delay in getting favorable action by the Committee

on Recognition. A similar condition is true in Montana.

The Missoula Branch is the oldest and largest in the North Rocky Mountain Section. It was organized in 1910 with thirteen members and today has sixty. Its programs usually deal with vital civic problems, and when possible are presented by specialists in the line of work under discussion. During the Health Week Campaign the Branch was represented by Mrs. Carey, who gave a very extensive report at the Public Forum on the tuberculosis situation in the city of Missoula and the surrounding county. The Branch assisted the Woman's Club in the Child Survey, collecting statistics for the Board of Health. The Legislative Committee of the Branch has worked strenuously during the recent meeting of the State Legislature of Montana in an effort to get legislation on School Relief measures and better law enforcement measures. The Branch has two members on the City School Board and was honored by having one of its members, Mrs. Farnsworth, elected to cast the electoral vote from Montana for President Harding. During the current year the Missoula Branch is devoting a portion of its time to the study and production of modern drama, with the full support and backing of the Dramatic Department of the State University. A systematic campaign has been conducted to interest the alumnae of the University of Montana in A. C. A. activities. The working spirit of this group is exceptionally fine, and it has the co-operation and enthusiastic support of the University as a whole.

The Great Falls Branch, orga-

nized in 1914 with a very small membership, has grown to a strong, vigorous working unit with a membership that represents twenty-four colleges and universities. This branch has affiliated with the Great Falls City Federation of Women's Clubs, and has provided for a scholarship loan fund for local high school girls.

The year's program of the Laramie Branch included such topics as Y. W. C. A. Work, Local Public Schools, Mental and Character Tests, The American Library Association. (The Sectional Vice-President regrets the brevity of the Laramie report, but can hold the report no longer awaiting further data.)

The Sheridan Branch included in its program for the year talks on European post-war conditions by a member and her mother who recently returned from Europe; talks on China and on Mesopotamia; a Wyoming Day program in commemoration of Wyoming's becoming an equal suffrage state, and an elaborate and well prepared Thrift Program under the direction of the County Home Demonstration Secretary. The Branch took an active part in creating sentiment for the passage of Amendment No. 2 of the State constitution for better financing of the schools of Wyoming.

Sheridan and Laramie Branches joined forces in a "hurry-up-call" to get the Chairman of the Steering Committee in the House to place the Maternity Bill upon the list of those to receive attention before the close of the last session of Congress. The wire read: "Maternity Bill passes the Senate. Mondell, Chairman Steering Committee in House fails to place Bill on list to receive action

this session; only ten days left. It's up to western women to get action." Needless to say, the western women assumed the responsibility in their usual vigorous, enthusiastic fashion, and got results.

Sheridan A. C. A. members have been largely responsible for the city of Sheridan securing a Y. W. C. A. organization; and Senator John B. Kendrick generously loaned a building for the "Y" home. The musical members of the Branch have given a series of five musicals as an aid to the Woman's Club House Building Fund. A member "stumped" Northern Wyoming during the presidential campaign, primarily to explain the League of Nations and secondarily as a candidate for the State Legislature. Another member has rendered valuable service in compiling historical data that was in danger of becoming lost to posterity; and was also instrumental in securing contributions from three organizations in Sheridan for the Dr. Anna Howard Shaw Memorial Fund. In conjunction with other women's organizations, the Sheridan Branch brought pressure to bear that resulted in creating the Department of Juvenile Welfare in the city government, with an A. C. A. member, Dr. Lou R. Essex, in charge of the work. Dr. Essex is especially fitted for the work, having had nine years of experience in Juvenile Court work in several large cities.

Respectfully submitted,
Nora B. Kinsley.

South Rocky Mountain Section.

The South Rocky Mountain Section of the Association of Collegiate Alumnae has in it four

Branches: Denver, Southern Colorado at Colorado Springs, Pueblo, and Salt Lake City. If the policy of the Association of Collegiate Alumnae is made more liberal, several more can soon be started. Enclosed is a report of the work of each Branch. As an outgoing Vice-President, whose work ends with this session, I wish to give my attention to the proposed changes in the organization of the Association.

Have those who propose an Educational Council considered the American Council on Education now in Washington, Mr. S. P. Capen, Director? Would it not be wise to study how the Association of Collegiate Alumnae could be most effectively represented on that Council instead of forming a new body? Is it not true that a large proportion of educational questions apply equally to institutions for men and for women, and that our Biennial will take care of those which have to do with women alone?*

In planning to establish a new office, the Association will do well to consider the combining of the work of the office of the General Secretary with that of an Educational Secretary. The General Secretary has done a very large amount of work and has always been most courteous in her treatment of the Branches. If more assistance were provided one officer could direct all the work. But having worked for thirty years in the Association of Collegiate

*Editor's Note:—The A. A. U. W. is a constituent member of the American Council on Education. This connection however, valuable and important as it is, in nowise renders unnecessary an educational council or committee on educational policies within the Association.

Alumnae, many of them as an officer, I am impressed with the multiplicity of letters sent from headquarters which do not advance the work of the Association, partly because the subject matter does not apply in the region where the branch is located, and partly because they fall upon stony ground. Very many of the letters involve questions which are such that the judgment offered from a Vice-President in such a section as the one I represent is quite valueless. If there were a state officer, nearly all of the letters sent to the branches could be sent to her and thus a great part of the work of the general office would be reduced. On the other hand, the branch work can be, and is, very important. I believe the general office could be more effective in getting ideas from branches, rather than in sending to them. In this way the general office could take care of International and National interests, the branches, of local interests, and the state officer could be the connecting link. If, by this means, much correspondence were eliminated and the Council were abolished, the Secretary would have time for the work intended for an Educational Secretary, especially if we could work with an existing council, improving it if it is unsatisfactory, rather than starting a new one. To carry out such cooperation, the office of the General Secretary should be in Washington. Indeed, I believe there should be but one office and that in the Washington Club House; and but two officers, either a Secretary-Treasurer and Educational Secretary, or a Treasurer and a Secretary uniting general and educational work.

Regarding the change of name,

have the majority of our institutions any right to use the word University; should it not be Collegiate?

The amendment on membership seems to be more complicated than ever. Such hair-splitting would, I believe, cause disaster in the regions where the Association has failed to recognize institutions which are well worth its time. The more liberal policy proposed at the last Council meeting, accepting the standards of the North Central Association, the University of California, and the Association of Colleges and Secondary Schools of the Southern States, seems a far wiser policy. It is time that the Association of Collegiate Alumnae should recognize that in the matter of standardization these, and like bodies, are the ones which set the standards and that the Association of Collegiate Alumnae should make use of their judgment and increase its force by putting its time on educational problems. Having devoted much time to working up interest in a branch which needed to broaden its outlook, I feel that if this amendment is adopted, my hope for effective work will be killed. A national and associate membership is difficult enough without a third class, forcing many into an apologetic position regarding institutions for which there need be no apology.

If you want better representation from the whole Rocky Mountain region, do not continue the useless policy of electing a Vice-President for four states. You would not ask a person in New York to take charge of your work in Indianapolis; neither should you ask someone in Colorado Springs to take charge of work in

Salt Lake City, or someone in Great Falls, Montana, to take charge of work in Laramie, Wyoming. If you would have a state officer, at least, in each of these very large and inaccessible states, there would be some hope that that officer would be of some use. Then if that officer saw to it that a meeting was held at the time and place of the meeting of the Federated Clubs, and if the Association of Collegiate Alumnae would work with the Federated Clubs, something effective could be done. The real leaders in education, as in other matters in these states are the women in the Federated Clubs, and the sooner the Association of Collegiate Alumnae can see that, the better hope that organization will have of being a real force here in the West. We want to make ourselves felt as an educational force, but now if a member of the Association of Collegiate Alumnae finds herself with her privilege of a college education, at the Federated Clubs with women from every town in the state anxious and eager for guidance, her Association membership is something to hide or to explain rather than to help. If we did not want to set up new or separate organizations but could join wholeheartedly with those existing we could be what we wish to be,—real leaders.

I plead for a state officer to work within each state, to bind branches together under a more liberal policy; to form new branches; and to encourage those branches to join with the Federated Clubs in their work. This officer should be able to hold office four years if her work is being well done. Under our very unwise policy that no "officer may suc-

ceed herself" each Vice-President works over a large territory and is just about well enough acquainted with it to begin to be effective when she is replaced and her successor has the same problem to meet. In this part of the country she is very nearly useless, and this I say having visited three of my four branches and having written uncounted letters. As Chairman of the Educational Committee of the Federated Clubs of Colorado, I could send a message to the one hundred and seventy-eight clubs of this state, and their affiliated organizations, to the number of twenty thousand women, reaching the farthest corner and the smallest town if the Association of Collegiate Alumnae had a message of importance it wished me to send.

I attach the reports from the branches.

Salt Lake City Branch.

The Salt Lake City Branch holds its meetings on the third Saturday of each month at one o'clock. A luncheon is prepared each time by a group of members at the price of fifty cents. A Smith College group, a Wellesley College group, etc., promote friendly rivalry.

At Christmas time dolls were made out of men's socks for the orphans of the city. They made very attractive and very acceptable gifts. The branch contributed \$300 to the European Relief Fund and is now contributing to the Near East Relief Fund. The Council meeting of the General Federation of Women's Clubs will be held in Salt Lake City, June 13-17 of this year, and the members of the Salt Lake City Branch are helping in every way possible

PROCEEDINGS OF THE THIRTY-SIXTH GENERAL MEETING OF THE ASSOCIATION OF COLLEGIATE ALUMNAE

(Continued from preceding issue)

Miss Thomas then moved that the educational secretary be elected by the Association on the nomination of the Committee on Educational Policies for a period of four years subject to re-election, but an ad interim appointment may be made by the Board of Directors, the first appointment to be made for four years by the Board of Directors on the nomination of the Committee on Educational Policies. This motion was seconded and carried.

Mrs. Pomeroy's motion that the by-laws be adopted as amended was then voted upon and carried unanimously.

The Chair announced that the next item of business to come before the convention was the consideration of the budget. The treasurer then presented the following statement showing the budget for the last three years and the budget proposed by the finance committee for the ensuing year.

Item				Proposed Budget	
1	Salaries:	18-19	19-20	20-21	21-22
	Executive Secretary -----	\$2,000	\$2,000	\$3,000	\$3,000
	Treasurer -----	500	500	500	500
2	Traveling Allowance:				
	President -----	150	150	500	500
	Executive Secretary -----	300	500	500	500
3	Office Incidentals:				
	Executive Secretary -----	1,000	1,500	2,700	2,700
	Treasurer -----	250	250	500	500
4	Publications -----			2,000	2,000
5	Committee Expenses & Conferences:				
	Membership -----	200	200		
	Fellowship -----	50	200		
	Vocational Opportunities -----	250	125	100	100
	Juvenile Vocational Supervision-----				
	Recognition of Universities and Col- leges -----	75	75	75	150
	Housing -----			150	150
	Conference of Women Trustees-----	25	25	25	25
	Conference of Alumnae Associations	25	25	25	25
	European Fellowship -----	500	500		
	Naples Table -----	50	50	50	50
	Educational Legislation -----	25	25	25	
	National Council of Women -----	25	25	25	
	International Relations -----			500	100
6	Expenses:				
	Sectional Vice-Presidents -----	500	500	1,000	1,000
	Vice-President-at-large -----			100	100
	War Service -----	750		250	
	Convention Expenses -----			300	300

Contingent Fund -----	500	500		
Dues—International Federation of University Women -----			1,250	
Retiring Certificates of Indebtedness —Club House -----			500	
Salary Educational Secretary----- (see recommendations)				
National Council on Education ----			100	
Committee on Pre-professional train- ing -----			125	
Women's Joint Congressional Com- mittee -----			50	
	<hr/>	<hr/>	<hr/>	<hr/>
	\$6,700	\$6,675	\$12,850	\$14,300

It was moved and seconded that the budget be considered item by item. This was carried. Items 1, 2, and 3 were passed as proposed in the budget.

The items of publications aroused considerable discussion. It was the sense of the meeting that the Journal should be so financed as to make it of value to the Association and it was finally voted that the appropriation for this item should be increased to \$7,200. Under Item 5, Committee Expenses and Conferences, it was decided, since the Committee on Vocational Opportunities had made no report and was apparently inactive, to discontinue that appropriation. It was suggested that the Bureau of Vocational Information in New York was probably now in position to do more effectively than our committee could, the kind of service heretofore given by that committee. It was moved, seconded, and carried that the appropriation proposed for this committee should be given instead to the Bureau of Vocational Information. It was also moved, seconded, and carried that the usual appropriation for the National Council of Women, \$25, be made. It was voted that an appropriation of fifty dollars be made for the Committee on Juvenile Vocational Supervision. Since it was expected that the educational secretary when appointed would take care of the work of the committee on educational legislation, it was

voted to cut out the appropriation of \$100 proposed for that committee. The convention then voted to add \$150 for the new committee on standards, \$100 for the committee on educational policies, and \$100 for the committee on publicity. The budget was then adopted as changed.

Mrs. Pomeroy stated that the budget as adopted totalled \$19,775. She added that she could not at present "see" that amount but that she had faith to believe that the money could be found.

The question of financing the office of the educational secretary was then taken up. Miss Thomas felt that we could not secure the services of the kind of woman we wanted for less than \$4,000. She proposed as a possible method that 35 women might be secured who would give \$100 a year each for five years, and 30 who would give \$50 each. Some of the delegates thought that it might be better to have a larger number of contributors, giving smaller amounts, but Miss Thomas objected to this on the ground that it was so much easier to get the needed amount from a few persons. Miss Thomas then moved that the plan as outlined be approved. The motion was seconded by Miss Reilly and was carried unanimously.

Miss Reilly then moved that the report of the committee on Resolutions be

received. The motion was seconded and carried.

In the absence of the chairman of the committee, who had been obliged to leave before the close of the convention, the report was read by Miss Chandor of the committee, as follows:

Report Of The Committee On Resolutions.

I. The members of the American Association of University Women, in attendance at this Bien-nial Meeting held in Washington, D. C., March 28-April 1, 1921, desire to express as follows their warm appreciation of the kindness that has been shown to them:

(a) To the Washington Branch for the cordial welcome given by the President, Miss Sibyl Baker, for the gracious hospitality at the National Association of Collegiate Alumnae Club House, and for all the arrangements so ably made for the successful conduct of the business of this Convention and for the pleasure of all in attendance.

(b) To Mrs. Warren Harding for her graciousness in receiving individually the delegates of the American Association of University Women at the White House.

(c) To the Congressional Club for the delightful hospitality extended to the members of the American Association of University Women.

(d) To the management of the Washington Hotel for the care shown in all arrangements for the comfort of the guests and the needs of the meeting.

II. (a) Be it resolved that the Association express by a special vote of thanks to the National Club House Committee and espe-

cially to Mrs. Philip N. Moore, its chairman, its sincere appreciation of the work done for the Association in creating and maintaining for a year a National Club House.

(b) That this Association extend a vote of thanks to Miss Piper, the Superintendent of the Club House, for the part her graciousness and skillful management have played in making the National Club House a success.

III. WHEREAS, the International Relations Committee of the Association of Collegiate Alumnae could not have carried on its work effectively without the invaluable aid furnished by the Institute of International Education in placing at the disposal of the Committee the services of its Secretary, Miss Virginia Newcomb;

BE IT RESOLVED, that the American Association of University Women extend to the Institute of International Education, a most hearty vote of thanks for its generosity in giving to the International Relations Committee such invaluable aid in the services of Miss Newcomb, in office space and, above all, in the general cooperation and friendliness of its Director, Dr. Stephen Duggan.

IV. WHEREAS, the American Association of University Women has heard with much pleasure and gratification of the generosity of Mrs. Whitelaw Reid in putting at the disposal of the International Relations Committee the clubhouse at 4 Rue de Chevreuse, Paris;

BE IT RESOLVED, that the American Association of University Women extend to Mrs. Reid a most hearty and grateful vote of thanks for her generosity in making possible a club house for University women in Paris.

V. WHEREAS, the education of the women of the world is a source of concern to the women of the American Association of University Women, and whereas, the women of the Orient are facing an emergency at the present time.

BE IT RESOLVED, that the American Association of University Women express its sympathy with the cause of the higher education of women in the Orient, and urge the support of colleges and universities for women in China, Japan, India, and other countries of the East and the Near East, through the acceptance of gifts for scholarships for these colleges and also through the establishment, as soon as possible, of at least one scholarship in each of the colleges for women in China, Japan, India and the Near East.

VI. WHEREAS, many of our late allies are at the present time burdened by great suffering, either as the result of the world war or some other dire calamity, and

WHEREAS, we, as a nation, are the only world power not so burdened;

BE IT RESOLVED, that the delegates of the American Association of University Women, in national convention assembled, are most heartily in sympathy with the national efforts being made for the relief of suffering in China, the Near East and Central Europe, and urge upon our members in all the Branches of the Association the need of assisting to the utmost of their power the local representatives of such national relief organizations.

VII. The American Association of University Women, while deep-

ly interested in the relief of suffering the world over, feels that it has a peculiar interest in the relief of its fellow students and faculty members in European Universities;

BE IT RESOLVED, THEREFORE, that the American Association of University Women, in convention assembled, extend to Mr. Hoover a special vote of thanks for having made possible the opportunity for American university women to have a share in relieving the necessities of the students and faculties of European universities, thus assisting in the great work of keeping the light of the intellectual life of Europe from being extinguished.

VIII. WHEREAS, one of the vital questions confronting the world at the present time is that of disarmament; and WHEREAS, this can be obtained only by the cooperation of the great nations of the world, of which the United States is one;

BE IT RESOLVED, by the American Association of University Women, in convention assembled, that it urge upon the President of the United States and Congress that they take the initiative in bringing about, as soon as possible, world disarmament, to the end that world peace may be preserved and civilization thus advanced.

IX. RESOLVED, that the American Association of University Women place itself on record as in favor of an association or a League of Nations.

X. WHEREAS, a woman who is an American citizen loses her citizenship by marrying an alien, while an alien woman acquires cit-

izenship by marrying an American citizen,

BE IT RESOLVED, that the American Association of University Women urge the passage of a bill providing independent citizenship for women.

XI. WHEREAS, the Southern Association of College Women has accepted the invitation of the Association of Collegiate Alumnae to become an integral part of the latter association,

BE IT RESOLVED, that both associations express their joy over the formation of one national association thus consummated, and also that they voice their gratitude to Miss Elizabeth Avery Colton for all her untiring efforts looking toward this accomplishment.

XII. WHEREAS, the American Association of University Women is deeply concerned over the menace to the education of the country, which exists as a result of the great shortage of well trained teachers for our schools,

BE IT RESOLVED, that a special committee of the association be appointed by the Board of Directors to deal with this problem, and that it be urged upon the Branches that they direct some of their vocational activities for the next two years to the stimulating of interest in the teaching profession.

XIII. Believing that education is one of the most important functions in a republic, we, the American Association of University Women, in convention assembled, on April 1, 1921, do hereby RESOLVE: that we urge the establishment of a Department of Education with a Secretary of

Education in the President's Cabinet. We further urge that this cabinet officer shall be a woman.

The report of the committee was accepted and the resolutions were passed seriatim. Mrs. Morgan then announced that she would like to offer an additional resolution to the effect that the convention endorse a legislative program covering certain measures which she felt that the association would be interested in furthering. These measures had been selected from those endorsed by the Women's Joint Congressional Committee as being of particular interest to our Association. She then presented the following:

**Bills Selected From The List Of
The Women's Joint Congressional Committee for
A. C. A. Endorsement**

1. Maternity and Infancy Bill (Sheppard-Towner in last Congress)

The bill provides for instruction in the hygiene of maternity and infancy through public health nurses and consultation centers, and for medical and nursing care of mothers and infants at home or at a hospital. As amended by the Senate appropriates a fund of \$1,400,000 to be administered by the Children's Bureau.

2. A bill for independent citizenship of married women.

A bill intended to remedy a situation whereby a woman who is an American citizen loses her citizenship by marrying an alien, and an alien woman acquires citizenship by marrying an American citizen.

3. Fess Home Economics amendment to the Vocational Education act (Smith Hughes).

This puts Home Economics

training on the same financial basis as training in Trade and Industry and Agriculture. At present it may receive only one-fifth as much from federal funds as either of the other two groups, and that is permissive and not compulsory.

4. A bill to create a Federal Department of Education.

5. A bill to establish a nationwide program of physical education through the schools so as to develop all-round physical efficiency and resistance to disease (Fess-Capper bill in last Congress with elimination of two sections which duplicated work of Children's Bureau.)

6. Child Labor and Compulsory School Education Law for the D. of C.

A model Child Labor Law, the present child labor and education laws being entirely out of date and inadequate.

7. A bill for a permanent Federal Employment Service, including provision for a woman assistant director general with adequate authority.

8. A bill for reclassification of the Civil Service, providing for an actual merit system of appointment and promotion and revision of the salary scale based on skill and training required, both without regard to sex, and increased authority for the U. S. Civil Service Commission to enforce the law.

9. A bill for reorganization of government departments to bring bureaus into logical relationship and to insure efficiency of government machinery.

10. Bill for Economic Equality for Women.

Through limitations of salaries Congress has written into law a discrimination against

women. Legislation to recognise, so far as federal law can, the economic rights of women.

11. Women's Bureau.

Some measure to repeal the proviso limiting salaries of expert staff to \$1,800, except three at \$2,000.

It was moved and seconded that this legislative program be endorsed. After some discussion of some of the proposed measures the motion was carried.

Several items of unfinished business remained. The Committee on Pre-Professional Requirements had made a report of the work done up to this time and had asked that it be continued until the work was completed. It hoped to be able to turn over the results of its work by early fall. It was moved, seconded, and carried that the committee be continued.

The Southern Association had been asked to nominate a member from their association for each of the standing committees of the combined association. It was moved and seconded that the appointment of the members nominated be left to the Board of Directors. This was carried.

The question of the status of the University of West Virginia was raised. It was not clear from the action taken by the convention whether that institution had been accepted outright for a place on the accredited list or whether it had been accepted conditionally. By the action taken in connection with the report of the Committee on Recognition it had been accepted conditionally. On the other hand, by the arrangements made in merging the two associations it was among the institutions accepted at least for

the five year period. It was moved and seconded that the University of West Virginia be excepted from those recognized under the arrangement made with the Southern Association of College Women and that the arrangement made in regard to it in connection with the report of the Committee on Recognition be the action of the convention. This motion was carried.

Miss Reilly moved that a committee of three be named to look into the matter of the affiliation of college clubs with the association to report to the next convention. The motion was seconded and carried.

Mrs. Pomeroy moved that unless there was objection all unfinished business should go over to the Board of Directors with power. The motion was seconded and carried.

A special vote of thanks was extended to the retiring president for her untiring effort and constant devotion to the interests of the Association. The proposal was responded to by a rising vote.

This completed the business of the convention and the meeting adjourned at 11:35 P. M.

Post-Convention Meeting Of The Board Of Directors Saturday, April 2, 1921

The post-convention meeting of the Board of Directors of the American Association of University Women was called to order at 9:30 A. M. with President Comstock presiding. Those present besides the President were the Treasurer, the Executive Secretary, the Recording Secretary, the Director of the North Atlantic Section, the Director of the South Atlantic Section and the

Director of the Southwest Central Section.

There were several financial matters to come before the Board.

First, was the matter of convention expenses. Mrs. Parrish moved that the Treasurer be empowered to meet the expenses of the convention as the bills are presented. The motion was seconded by Mrs. Wheeler and was carried.

It was then moved by Mrs. Parrish and seconded that Mrs. Bethel be sent a check for \$25. for her services as parliamentarian. This was carried.

It was then moved by Mrs. Pomeroy that the overdraft of the President's appropriation should be charged to this year's account and not to the contingent fund. The motion was seconded by Mrs. Martin and was carried.

It was moved by Mrs. Pomeroy, and seconded by Mrs. Martin that the expenses of the new president between now and the end of the fiscal year be charged to the contingent fund. The motion was carried.

It was moved by Mrs. Wheeler and seconded by Mrs. Martin that the Treasurer be authorized to expend a sum not to exceed \$75 between now and June first for the work of her office. This was carried.

The expense of issuing the Journal between now and June first was discussed and Mrs. Pomeroy asked that it be kept as low as possible. Mrs. Wheeler moved that \$1800 be authorized for the publication of the Journal until June first. The motion was seconded by Mrs. Parrish and carried.

Mrs. Pomeroy then spoke of the increase in the amount of work in

the treasurer's office and said that it had reached the point where a full time assistant would be necessary. She felt that promptness in replying to letters would materially assist in holding the membership. If such a full time assistant were to be employed, however, she thought it would be better that she should be employed in the office of the executive secretary, where she could do cataloguing, attend promptly to branch reports, etc. Such an assistant could be had for about \$1200 per annum, though she would not need to begin until after the first of June. Mrs. Pomeroy moved that Mrs. Martin be authorized to employ in her office a person to do such work at a salary of \$1200 per annum, or so much thereof as might be needed. The motion was seconded by Mrs. Wheeler and was carried.

Mrs. Martin moved that the Board of Directors express to Mrs. Orville Martin their appreciation of the fine work she has done as chairman of the non-resident membership committee of the club house and that she be asked to continue with the work. The motion was seconded by Mrs. Parrish and was carried unanimously.

Mrs. Martin moved that Mrs. Wing, Miss Farr, Miss Reilly, Miss Atwater and Mrs. Pearmain be asked to constitute a committee of five on the purchase of a club house. This motion was seconded and carried.

Miss Comstock reminded the Board that it would be necessary to have a house committee after the 15th of April unless the Board of Managers could be constituted at-once and could get an executive committee together before that time to create a house

committee. She thought that since the convention had voted that until the new Board of Managers could be constituted, the Board of Directors should act as a Board of Managers, it might be possible for the Board of Directors to resolve itself into a Board of Managers and to act in the selection of an executive committee. This executive committee could then appoint the house committee.

The question of the quorum necessary for a Board of Managers' meeting was then taken up and it was decided that the Board of Directors could decide for themselves what the quorum should be. A motion was made that seven should constitute such a quorum. This was seconded and carried.

The meeting then adjourned with the understanding that there should be a short adjourned meeting in the afternoon.

Board Of Directors Afternoon Session, April 2, 1921

The final meeting of the Board of Directors was called to order by the President, Miss Ada Comstock, at 2:30 P. M. on Saturday afternoon.

There were present besides Miss Comstock, Mrs. Pomeroy, Mrs. Martin, Mrs. Wheeler and Mrs. Anderson.

The first matter of business taken up was the further consideration of the personnel of the Special Committee to look into the Purchase of a Club House. Two of the persons previously selected had found it impossible to serve. After long deliberation Mrs. Martin moved and Mrs. Anderson seconded that the following be the members of this Special Committee to look into the purchase of a

Club House: Miss McDonald, Miss Atwater, Mrs. Wing, Mrs. Coonley, and Miss Reilly. Carried.

Mrs. Wheeler moved that if Miss Reilly because of her non-residence in Washington is unable to serve on this committee, Miss Margaret Blaine be asked to take her place. Seconded and Carried.

The question of taking over the management of the Club House on April 15th when the term of management by the local committee was to expire was then taken up.

The general feeling of the members present was that the permanent Board of Managers for the Club House as provided for by the Convention should be secured by April 15th, if possible, and that they should be asked to take over the management of the Club House by that time.

Miss Comstock stated that Miss McDonald, at her request, had consented to serve as one of the resident members of the Board of Managers.

Mrs. Hoover, Mrs. Kellogg, Mrs. Lansing, Mrs. Graves, Miss Wilbur, and Major Stimson were all suggested as very desirable members for this Board.

It was moved by Mrs. Wheeler and seconded by Mrs. Martin that Mrs. Hoover be asked to serve as one of the resident members with Mrs. Kellogg as first alternate and Mrs. Lansing as second alternate; that Mrs. Graves be asked to serve as a resident member with Miss Wilbur as first alternate and Major Stimson as second alternate.

It was moved by Mrs. Anderson that Mrs. Morgan be asked to continue to act as our representative in the law suit connected

with the Club House. Seconded by Mrs. Martin and carried.

A discussion of the Committee on Standards was then taken up.

Mrs. Wheeler moved that Mrs. Rosenberry be asked to serve as Chairman of the Committee on Standards, with power to select her own committee. Seconded by Mrs. Anderson and carried.

The question of the appointment of the members of the Committee on Educational Policies was given prolonged discussion. President Thomas of Bryn Mawr was unanimously chosen as the representative of the Womens Colleges to serve on this Committee.

The appointment of the representatives of the Co-Educational Colleges and Secondary Schools was deferred until later, nominations to be made by mail.

The Committee on Publicity was next considered. After a number of suggestions had been made and the importance of securing a most capable chairman for this committee had been discussed, Mrs. Pomeroy moved that Mrs. Wheeler be appointed a committee of one to ask Miss McLarney to serve as Chairman of the Committee on Publicity, and to make suggestion for the members of this committee, endeavoring to secure them from different sections of the country. Seconded by Mrs. Anderson and carried.

It was moved by Mrs. Martin and seconded by Mrs. Pomeroy that Miss Purington be made a member of the Committee on the Recognition of Colleges.

Miss Comstock requested Mrs. Martin to read the list of names recommended to serve on the standing committees by the S. A. C. W.

It was moved by Mrs. Pomeroy that the recommendations of the S. A. C. W. be accepted and the members named be elected. Seconded by Mrs. Anderson and Carried.

Mrs. Martin moved that the appointment of the Nominating Committee be deferred until the time of the next convention. This was seconded by Mrs. Anderson and carried.

The Executive Secretary called attention to the fact that pending the appointment of the educational secretary, some provision for a temporary legislative representative would have to be made. Mrs. Anderson moved that Mrs. Morgan be asked to serve as our legislative representative until the appointment of our Educational Secretary shall have taken place. Seconded by Mrs. Martin and carried.

The President then asked for consideration of the problem of raising the additional money (above that provided by action of the convention) for the salary and expenses of the Educational Secretary. The opinion was generally expressed that it would be preferable to give the branches the opportunity to help finance the Educational Secretary rather than have the financing done by a few individuals.

It was decided that any further action of the Board of Directors would have to be taken by mail inasmuch as it was necessary for several of the members to leave at this time.

The meeting was declared adjourned.

AMERICAN TEACHERS ENTERTAINED IN VENEZUELA

Forty Spanish teachers in the high schools of the city of New York were received and entertained as the guests of the Government of Venezuela during the months of June and July, 1921. The invitation was extended to the American teachers by Dr. Rafael Gonzalez Rincones, minister of public instruction for Venezuela, through the Venezuelan foreign office in October, 1920, and was accepted definitely March, 1921, by the New York High School Teachers' Association.

This is the second time that American teachers have been entertained during the vacation period by the Venezuelan Government, and it is announced that an invitation is to be extended annually hereafter to teachers of Spanish or students of educational institutions in various cities of the United States to spend two or three months in observation and study in the city of Caracas.

AMERICAN CHILDREN AID FRENCH SCHOOLS

War orphans and other needy children of France are made self-supporting and at the same time restored to health at the Pittsburgh Farm School at Fontaineroux, France. This school was established through the donation of \$42,000 by the public school children of Pittsburgh. A three-year course in agriculture is offered. The Pittsburgh Junior Red Cross has appropriated \$15,000 to aid in the erection of dormitories housing 60 children of this school.

Fifteen other agricultural

schools in France have received contributions from the Junior American Red Cross, most of the money being devoted to improvement of living quarters of the students. These schools are mainly supported by the French Government and teach scientific farming and common-school branches to boys of 12 to 17 years, who would otherwise have to enter workshops and factories.

ALABAMA BUREAU OF CHILD WELFARE.

To take children out of blind alley jobs, out of factories and shops, to keep them from jobs too heavy for their strength, and to keep them in school until they have enough education to give themselves a fair start, is the aim of the State Child Welfare Department of Alabama, which was created in December, 1919.

Representatives of the department found that hundreds of children younger than 14 years of age were qualifying as 14 and leaving school with little education. Only 11 per cent of the children who 30 per cent had not completed the work of even one grade, but had

left school without being able to sign their names. The law now requires completion of the fourth grade by every child who receives a work certificate.

Many children were undertaking jobs for which they were not physically fit, and to combat this were receiving work permits had completed the eighth grade, and condition, as well as to enforce the age requirement, the department set as its first task the supervision of issuance of certificates, so that be allowed to leave school, and be allowed to leave school, and that no child would endanger his health by taking up work too heavy for him.

Inclines or ramps from floor to floor are used in place of stairs in the high schools at Healdsburg and Watsonville, Calif. The floors are of concrete covered with cork carpet. These ramps promote safety of movement for classes going from one floor to another.

Mrs. Kinney, President of the Salt Lake City Branch, is one of the two women senators in the state legislature.

A Study of Graduate Fellowships open to Women—
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Address

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